

Form 5500 Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Annual Return/Report of Employee Benefit Plan This form is required to be filed for employee benefit plans under sections 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and sections 6047(e), and 6058(a) of the Internal Revenue Code (the Code). ▶ Complete all entries in accordance with the instructions to the Form 5500.	OMB Nos. 1210-0110 1210-0089 2009 This Form is Open to Public Inspection
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Part I	Annual Report Identification Information
For calendar plan year 2009 or fiscal plan year beginning <u>01/01/2009</u> and ending <u>12/31/2009</u>	
A This return/report is for:	☐ a multiemployer plan; ☒ a multiple-employer plan; or ☐ a single-employer plan; ☐ a DFE (specify) ____
B This return/report is:	☐ the first return/report; ☐ the final return/report; ☐ an amended return/report; ☐ a short plan year return/report (less than 12 months).
C If the plan is a collectively-bargained plan, check here.	☐
D Check box if filing under:	☒ Form 5558; ☐ automatic extension; ☐ the DFVC program; ☐ special extension (enter description)

Part II	Basic Plan Information —enter all requested information
1a Name of plan <u>ADVANTEC RETIREMENT SAVINGS PLAN</u>	1b Three-digit plan number (PN) ▶ <u>333</u> 1c Effective date of plan <u>01/01/1999</u>
2a Plan sponsor's name and address (employer, if for a single-employer plan) (Address should include room or suite no.) <u>AGENCY SOLUTIONS INTERNATIONAL, INC.</u> <u>4890 WEST KENNEDY BLVD., STE 500</u> <u>TAMPA, FL 33609</u>	2b Employer Identification Number (EIN) <u>59-3439650</u> 2c Sponsor's telephone number <u>888-340-9442</u> 2d Business code (see instructions) <u>561300</u>

Caution: A penalty for the late or incomplete filing of this return/report will be assessed unless reasonable cause is established.

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including accompanying schedules, statements and attachments, as well as the electronic version of this return/report, and to the best of my knowledge and belief, it is true, correct, and complete.

SIGN HERE	Filed with authorized/valid electronic signature.	10/08/2010	BOB SMOLINSKI
	Signature of plan administrator	Date	Enter name of individual signing as plan administrator
SIGN HERE	Filed with authorized/valid electronic signature.	10/08/2010	BOB SMOLINSKI
	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

For Paperwork Reduction Act Notice and OMB Control Numbers, see the instructions for Form 5500.

Form 5500 (2009)
v.092307.1

3a Plan administrator's name and address (if same as plan sponsor, enter "Same") AGENCY SOLUTIONS INTERNATIONAL, INC. 4890 WEST KENNEDY BLVD., STE 500 TAMPA, FL 33609	3b Administrator's EIN 59-3439650 3c Administrator's telephone number 888-340-9442
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4 If the name and/or EIN of the plan sponsor has changed since the last return/report filed for this plan, enter the name, EIN and the plan number from the last return/report: a Sponsor's name	4b EIN 4c PN
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5 Total number of participants at the beginning of the plan year	5	7692
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6 Number of participants as of the end of the plan year (welfare plans complete only lines 6a , 6b , 6c , and 6d).		
a Active participants.....	6a	3380
b Retired or separated participants receiving benefits.....	6b	0
c Other retired or separated participants entitled to future benefits.....	6c	1822
d Subtotal. Add lines 6a , 6b , and 6c	6d	5202
e Deceased participants whose beneficiaries are receiving or are entitled to receive benefits.....	6e	0
f Total. Add lines 6d and 6e	6f	5202
g Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item).....	6g	3222
h Number of participants that terminated employment during the plan year with accrued benefits that were less than 100% vested.....	6h	41

7 Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	7	
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8a If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions:
 2E 2F 2G 2J 2K

b If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

9a Plan funding arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor	9b Plan benefit arrangement (check all that apply) (1) ☐ Insurance (2) ☐ Code section 412(e)(3) insurance contracts (3) ☒ Trust (4) ☐ General assets of the sponsor
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10 Check all applicable boxes in 10a and 10b to indicate which schedules are attached, and, where indicated, enter the number attached. (See instructions)

a Pension Schedules

- (1) ☒ **R** (Retirement Plan Information)
 (2) ☐ **MB** (Multiemployer Defined Benefit Plan and Certain Money Purchase Plan Actuarial Information) - signed by the plan actuary
 (3) ☐ **SB** (Single-Employer Defined Benefit Plan Actuarial Information) - signed by the plan actuary

b General Schedules

- (1) ☒ **H** (Financial Information)
 (2) ☐ **I** (Financial Information – Small Plan)
 (3) ☐ **A** (Insurance Information)
 (4) ☒ **C** (Service Provider Information)
 (5) ☐ **D** (DFE/Participating Plan Information)
 (6) ☐ **G** (Financial Transaction Schedules)

SCHEDULE C (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Service Provider Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2009
		This Form is Open to Public Inspection.

For calendar plan year 2009 or fiscal plan year beginning 01/01/2009 and ending 12/31/2009

A Name of plan ADVANTEC RETIREMENT SAVINGS PLAN	B Three-digit plan number (PN) ▶ 333
C Plan sponsor's name as shown on line 2a of Form 5500 AGENCY SOLUTIONS INTERNATIONAL,INC.	D Employer Identification Number (EIN) 59-3439650

Part I

Service Provider Information (see instructions)

You must complete this Part, in accordance with the instructions, to report the information required for **each person** who received, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of monetary value) in connection with services rendered to the plan or the person's position with the plan during the plan year. If a person received **only** eligible indirect compensation for which the plan received the required disclosures, you are required to answer line 1 but are not required to include that person when completing the remainder of this Part.

1 Information on Persons Receiving Only Eligible Indirect Compensation

a Check "Yes" or "No" to indicate whether you are excluding a person from the remainder of this Part because they received only eligible indirect compensation for which the plan received the required disclosures (see instructions for definitions and conditions)..... ☐ Yes ☒ No

b If you answered line 1a "Yes," enter the name and EIN or address of each person providing the required disclosures for the service providers who received only eligible indirect compensation. Complete as many entries as needed (see instructions).

(b) Enter name and EIN or address of person who provided you disclosures on eligible indirect compensation

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2. Information on Other Service Providers Receiving Direct or Indirect Compensation. Except for those persons for whom you answered "yes" to line 1a above, complete as many entries as needed to list each person receiving, directly or indirectly, \$5,000 or more in total compensation (i.e., money or anything else of value) in connection with services rendered to the plan or their position with the plan during the plan year. (See instructions).

(a) Enter name and EIN or address (see instructions)

SLAVIC INTEGRATED ADMINISTRATION

1075 BROKEN SOUND PARKWAY NW
STE 100
BOCA RATON, FL 33487

65-0608221

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
15 26 27 37 38 50	TPA	550879	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

AGENCY SOLUTIONS INTERNATIONAL, INC

4890 WEST KENNEDY BLVD.
STE 500
TAMPA, FL 33609

59-3439650

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
14	PLAN ADMINISTRATOR	136774	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

SLAVIC MUTUAL FUND MANAGEMENT CORP

1075 BROKEN SOUND PARKWAY NW
STE 100
BOCA RATON, FL 33487

59-2749576

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
28 51	MANAGED ACC FEE	67781	Yes ☐ No ☒	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

(a) Enter name and EIN or address (see instructions)

(b) Service Code(s)	(c) Relationship to employer, employee organization, or person known to be a party-in-interest	(d) Enter direct compensation paid by the plan. If none, enter -0-.	(e) Did service provider receive indirect compensation? (sources other than plan or plan sponsor)	(f) Did indirect compensation include eligible indirect compensation, for which the plan received the required disclosures?	(g) Enter total indirect compensation received by service provider excluding eligible indirect compensation for which you answered "Yes" to element (f). If none, enter -0-.	(h) Did the service provider give you a formula instead of an amount or estimated amount?
			Yes ☐ No ☐	Yes ☐ No ☐		Yes ☐ No ☐

Part I Service Provider Information (continued)

3 If you reported on line 2 receipt of indirect compensation, other than eligible indirect compensation, by a service provider, and the service provider is a fiduciary or provides contract administrator, consulting, custodial, investment advisory, investment management, broker, or recordkeeping services, answer the following questions for (a) each source from whom the service provider received \$1,000 or more in indirect compensation and (b) each source for whom the service provider gave you a formula used to determine the indirect compensation instead of an amount or estimated amount of the indirect compensation. Complete as many entries as needed to report the required information for each source.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

(a) Enter service provider name as it appears on line 2	(b) Service Codes (see instructions)	(c) Enter amount of indirect compensation

(d) Enter name and EIN (address) of source of indirect compensation	(e) Describe the indirect compensation, including any formula used to determine the service provider's eligibility for or the amount of the indirect compensation.

Part II Service Providers Who Fail or Refuse to Provide Information

4 Provide, to the extent possible, the following information for each service provider who failed or refused to provide the information necessary to complete this Schedule.

(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide
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(a) Enter name and EIN or address of service provider (see instructions)	(b) Nature of Service Code(s)	(c) Describe the information that the service provider failed or refused to provide

Part III Termination Information on Accountants and Enrolled Actuaries (see instructions)
(complete as many entries as needed)

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN:
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN;
c Position:	
d Address:	e Telephone:

Explanation:

a Name:	b EIN;
c Position:	
d Address:	e Telephone:

Explanation:

SCHEDULE H (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Financial Information This schedule is required to be filed under section 104 of the Employee Retirement Income Security Act of 1974 (ERISA), and section 6058(a) of the Internal Revenue Code (the Code). ► File as an attachment to Form 5500.	OMB No. 1210-0110
		2009
		This Form is Open to Public Inspection

For calendar plan year 2009 or fiscal plan year beginning 01/01/2009 and ending 12/31/2009

A Name of plan <u>ADVANTEC RETIREMENT SAVINGS PLAN</u>	B Three-digit plan number (PN) <u>333</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>AGENCY SOLUTIONS INTERNATIONAL, INC.</u>	D Employer Identification Number (EIN) <u>59-3439650</u>

Part I	Asset and Liability Statement
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1 Current value of plan assets and liabilities at the beginning and end of the plan year. Combine the value of plan assets held in more than one trust. Report the value of the plan's interest in a commingled fund containing the assets of more than one plan on a line-by-line basis unless the value is reportable on lines 1c(9) through 1c(14). Do not enter the value of that portion of an insurance contract which guarantees, during this plan year, to pay a specific dollar benefit at a future date. **Round off amounts to the nearest dollar.** MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 1b(1), 1b(2), 1c(8), 1g, 1h, and 1i. CCTs, PSAs, and 103-12 IEs also do not complete lines 1d and 1e. See instructions.

Assets		(a) Beginning of Year	(b) End of Year
a Total noninterest-bearing cash	1a		
b Receivables (less allowance for doubtful accounts):			
(1) Employer contributions	1b(1)	340995	182016
(2) Participant contributions	1b(2)	172466	217065
(3) Other	1b(3)	4488	12479
c General investments:			
(1) Interest-bearing cash (include money market accounts & certificates of deposit)	1c(1)		
(2) U.S. Government securities	1c(2)		
(3) Corporate debt instruments (other than employer securities):			
(A) Preferred	1c(3)(A)		
(B) All other	1c(3)(B)		
(4) Corporate stocks (other than employer securities):			
(A) Preferred	1c(4)(A)		
(B) Common	1c(4)(B)		
(5) Partnership/joint venture interests	1c(5)		
(6) Real estate (other than employer real property)	1c(6)		
(7) Loans (other than to participants)	1c(7)		
(8) Participant loans	1c(8)	1164193	1560613
(9) Value of interest in common/collective trusts	1c(9)		
(10) Value of interest in pooled separate accounts	1c(10)		
(11) Value of interest in master trust investment accounts	1c(11)		
(12) Value of interest in 103-12 investment entities	1c(12)		
(13) Value of interest in registered investment companies (e.g., mutual funds)	1c(13)	52968452	66070684
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

1d Employer-related investments:		(a) Beginning of Year	(b) End of Year
(1) Employer securities	1d(1)		
(2) Employer real property	1d(2)		
e Buildings and other property used in plan operation	1e		
f Total assets (add all amounts in lines 1a through 1e)	1f	54650594	68042857

Liabilities

g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j	80322	207688
k Total liabilities (add all amounts in lines 1g through 1j)	1k	80322	207688

Net Assets

l Net assets (subtract line 1k from line 1f)	1l	54570272	67835169
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Part II Income and Expense Statement

2 Plan income, expenses, and changes in net assets for the year. Include all income and expenses of the plan, including any trust(s) or separately maintained fund(s) and any payments/receipts to/from insurance carriers. Round off amounts to the nearest dollar. MTIAs, CCTs, PSAs, and 103-12 IEs do not complete lines 2a, 2b(1)(E), 2e, 2f, and 2g.

Income

		(a) Amount	(b) Total
a Contributions:			
(1) Received or receivable in cash from: (A) Employers	2a(1)(A)	2731829	
(B) Participants	2a(1)(B)	9980534	
(C) Others (including rollovers)	2a(1)(C)	684188	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines 2a(1)(A) , (B) , (C) , and line 2a(2)	2a(3)		13396551
b Earnings on investments:			
(1) Interest:			
(A) Interest-bearing cash (including money market accounts and certificates of deposit)	2b(1)(A)		
(B) U.S. Government securities	2b(1)(B)		
(C) Corporate debt instruments	2b(1)(C)		
(D) Loans (other than to participants)	2b(1)(D)		
(E) Participant loans	2b(1)(E)	71717	
(F) Other	2b(1)(F)		
(G) Total interest. Add lines 2b(1)(A) through (F)	2b(1)(G)		71717
(2) Dividends: (A) Preferred stock	2b(2)(A)		
(B) Common stock	2b(2)(B)		
(C) Registered investment company shares (e.g. mutual funds)	2b(2)(C)	1257431	
(D) Total dividends. Add lines 2b(2)(A) , (B) , and (C)	2b(2)(D)		1257431
(3) Rents	2b(3)		
(4) Net gain (loss) on sale of assets: (A) Aggregate proceeds	2b(4)(A)		
(B) Aggregate carrying amount (see instructions)	2b(4)(B)		
(C) Subtract line 2b(4)(B) from line 2b(4)(A) and enter result	2b(4)(C)		0

		(a) Amount	(b) Total
2b (5) Unrealized appreciation (depreciation) of assets: (A) Real estate.....	2b(5)(A)		
(B) Other	2b(5)(B)		
(C) Total unrealized appreciation of assets. Add lines 2b(5)(A) and (B).....	2b(5)(C)		0
(6) Net investment gain (loss) from common/collective trusts	2b(6)		
(7) Net investment gain (loss) from pooled separate accounts	2b(7)		
(8) Net investment gain (loss) from master trust investment accounts	2b(8)		
(9) Net investment gain (loss) from 103-12 investment entities	2b(9)		
(10) Net investment gain (loss) from registered investment companies (e.g., mutual funds).....	2b(10)		11903803
c Other income.....	2c		
d Total income. Add all income amounts in column (b) and enter total.....	2d		26629502

Expenses

e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	5505426	
(2) To insurance carriers for the provision of benefits	2e(2)		
(3) Other	2e(3)		
(4) Total benefit payments. Add lines 2e(1) through (3).....	2e(4)		5505426
f Corrective distributions (see instructions)	2f		207688
g Certain deemed distributions of participant loans (see instructions).....	2g		
h Interest expense.....	2h		
i Administrative expenses: (1) Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)	687653	
(3) Investment advisory and management fees	2i(3)	67781	
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines 2i(1) through (4).....	2i(5)		755434
j Total expenses. Add all expense amounts in column (b) and enter total.....	2j		6468548

Net Income and Reconciliation

k Net income (loss). Subtract line 2j from line 2d.....	2k		20160954
l Transfers of assets:			
(1) To this plan.....	2l(1)		3202359
(2) From this plan	2l(2)		10098416

Part III Accountant's Opinion

3 Complete lines 3a through 3c if the opinion of an independent qualified public accountant is attached to this Form 5500. Complete line 3d if an opinion is not attached.

a The attached opinion of an independent qualified public accountant for this plan is (see instructions):

(1) ☒ Unqualified (2) ☐ Qualified (3) ☐ Disclaimer (4) ☐ Adverse

b Did the accountant perform a limited scope audit pursuant to 29 CFR 2520.103-8 and/or 103-12(d)? ☐ Yes ☒ No

c Enter the name and EIN of the accountant (or accounting firm) below:

(1) Name: RIVERO, GORDIMER & COMPANY, P.A.

(2) EIN: 59-3040705

d The opinion of an independent qualified public accountant is **not attached** because:

(1) ☐ This form is filed for a CCT, PSA, or MTIA. (2) ☐ It will be attached to the next Form 5500 pursuant to 29 CFR 2520.104-50.

Part IV Compliance Questions

- 4** CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete 4j and 4l. MTIAs also do not complete 4l.

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.).....		X	
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.).....		X	
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)		X	
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.).....		X	
e Was this plan covered by a fidelity bond?.....	X		1000000
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?		X	
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?		X	
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.).....	X		
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.).....		X	
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?.....		X	
l Has the plan failed to provide any benefit when due under the plan?		X	
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.).....		X	
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.		X	

- 5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?
If yes, enter the amount of any plan assets that reverted to the employer this year ☐ Yes ☒ No Amount:

- 5b** If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)
HESS LIGHTING II, INC. 401(K) PLAN	56-2245964	001
TESCOM 401(K) PLAN	32-0269896	001
THE WOLF GROUP 401(K) PLAN	59-3646334	001
PRECYSE SOLUTIONS, LLC 401(K) PROFIT SHARING PLAN	51-0392573	001

Part IV Compliance Questions

- 4** CCTs and PSAs do not complete Part IV. MTIAs, 103-12 IEs, and GIAs do not complete 4a, 4e, 4f, 4g, 4h, 4k, 4m, 4n, or 5. 103-12 IEs also do not complete 4j and 4l. MTIAs also do not complete 4l.

During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.).....			
4a			
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.).....			
4b			
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c			
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.).....			
4d			
e Was this plan covered by a fidelity bond?.....			
4e			
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?			
4f			
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g			
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h			
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.).....			
4i			
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.).....			
4j			
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?.....			
4k			
l Has the plan failed to provide any benefit when due under the plan?			
4l			
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.).....			
4m			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

- 5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?
If yes, enter the amount of any plan assets that reverted to the employer this year ☐ Yes ☐ No Amount:

- 5b** If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)
PREPLOGIC, LLC	54-6506575	001
ALPHASTAFF RETIREMENT SAVINGS PLAN	65-0314170	333
BLOSSOM SCHOOL, INC. 401(K) PLAN	42-1589773	001
OASIS RETIREMENT SAVINGS PLAN	65-0731525	333

Part IV Compliance Questions

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During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.).....			
4a			
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.).....			
4b			
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c			
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.).....			
4d			
e Was this plan covered by a fidelity bond?.....			
4e			
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?			
4f			
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g			
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h			
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.).....			
4i			
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.).....			
4j			
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?.....			
4k			
l Has the plan failed to provide any benefit when due under the plan?			
4l			
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.).....			
4m			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

- 5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?
If yes, enter the amount of any plan assets that reverted to the employer this year ☐ Yes ☐ No Amount:

- 5b** If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)
ADP TOTALSOURCE RETIREMENT SAVINGS PLAN	59-3216484	001
THE OHMS CORPORATION OF HOUSTON 401(K) PLAN	76-0075611	002
PELICAN NEST COMMUNITY ASSOCIATION	65-0082916	001
STRATEGIC OUTSOURCING, INC. MULTIPLE EMPLOYER PLAN	65-0821844	002

Part IV Compliance Questions

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During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.).....			
4a			
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.).....			
4b			
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c			
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.).....			
4d			
e Was this plan covered by a fidelity bond?.....			
4e			
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?			
4f			
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g			
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h			
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.).....			
4i			
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.).....			
4j			
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?.....			
4k			
l Has the plan failed to provide any benefit when due under the plan?			
4l			
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.).....			
4m			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

- 5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?
If yes, enter the amount of any plan assets that reverted to the employer this year ☐ Yes ☐ No Amount:

- 5b** If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)
GSM/RYS 401(K) PLAN & TRUST	27-1005622	001
CO-ADVANTAGE RESOURCES, INC. RETIREMENT SAVINGS PLAN	59-3027280	333
DIGITAL BLUE INC RETIREMENT SAVINGS PLAN	01-0666894	001
THE WRIGHT GOURMET HOUSE CORPORATION RETIREMENT SAVINGS PLAN	59-2200333	001

Part IV Compliance Questions

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During the plan year:

	Yes	No	Amount
a Was there a failure to transmit to the plan any participant contributions within the time period described in 29 CFR 2510.3-102? Continue to answer "Yes" for any prior year failures until fully corrected. (See instructions and DOL's Voluntary Fiduciary Correction Program.).....			
4a			
b Were any loans by the plan or fixed income obligations due the plan in default as of the close of the plan year or classified during the year as uncollectible? Disregard participant loans secured by participant's account balance. (Attach Schedule G (Form 5500) Part I if "Yes" is checked.).....			
4b			
c Were any leases to which the plan was a party in default or classified during the year as uncollectible? (Attach Schedule G (Form 5500) Part II if "Yes" is checked.)			
4c			
d Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 4a. Attach Schedule G (Form 5500) Part III if "Yes" is checked.).....			
4d			
e Was this plan covered by a fidelity bond?.....			
4e			
f Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?			
4f			
g Did the plan hold any assets whose current value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4g			
h Did the plan receive any noncash contributions whose value was neither readily determinable on an established market nor set by an independent third party appraiser?			
4h			
i Did the plan have assets held for investment? (Attach schedule(s) of assets if "Yes" is checked, and see instructions for format requirements.).....			
4i			
j Were any plan transactions or series of transactions in excess of 5% of the current value of plan assets? (Attach schedule of transactions if "Yes" is checked, and see instructions for format requirements.).....			
4j			
k Were all the plan assets either distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?.....			
4k			
l Has the plan failed to provide any benefit when due under the plan?			
4l			
m If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.).....			
4m			
n If 4m was answered "Yes," check the "Yes" box if you either provided the required notice or one of the exceptions to providing the notice applied under 29 CFR 2520.101-3.			
4n			

- 5a** Has a resolution to terminate the plan been adopted during the plan year or any prior plan year?
If yes, enter the amount of any plan assets that reverted to the employer this year ☐ Yes ☐ No Amount:

- 5b** If, during this plan year, any assets or liabilities were transferred from this plan to another plan(s), identify the plan(s) to which assets or liabilities were transferred. (See instructions.)

5b(1) Name of plan(s)	5b(2) EIN(s)	5b(3) PN(s)
G&A PARTNERS, INC. MULTIPLE EMPLOYER 401(K) PLAN	76-0461926	001

SCHEDULE R (Form 5500) Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	Retirement Plan Information This schedule is required to be filed under section 104 and 4065 of the Employee Retirement Income Security Act of 1974 (ERISA) and section 6058(a) of the Internal Revenue Code (the Code). ▶ File as an attachment to Form 5500.	OMB No. 1210-0110
		2009
		This Form is Open to Public Inspection.

For calendar plan year 2009 or fiscal plan year beginning 01/01/2009 and ending 12/31/2009

A Name of plan <u>ADVANTEC RETIREMENT SAVINGS PLAN</u>	B Three-digit plan number (PN) ▶ <u>333</u>
C Plan sponsor's name as shown on line 2a of Form 5500 <u>AGENCY SOLUTIONS INTERNATIONAL, INC.</u>	D Employer Identification Number (EIN) <u>59-3439650</u>

Part I	Distributions
---------------	----------------------

All references to distributions relate only to payments of benefits during the plan year.

1 Total value of distributions paid in property other than in cash or the forms of property specified in the instructions.....	1	<u>0</u>
2 Enter the EIN(s) of payor(s) who paid benefits on behalf of the plan to participants or beneficiaries during the year (if more than two, enter EINs of the two payors who paid the greatest dollar amounts of benefits): EIN(s): <u>65-0708495</u>		
Profit-sharing plans, ESOPs, and stock bonus plans, skip line 3.		
3 Number of participants (living or deceased) whose benefits were distributed in a single sum, during the plan year.....	3	

Part II	Funding Information (If the plan is not subject to the minimum funding requirements of section 412 of the Internal Revenue Code or ERISA section 302, skip this Part)
----------------	--

4 Is the plan administrator making an election under Code section 412(d)(2) or ERISA section 302(d)(2)?.....	☐ Yes	☐ No	☐ N/A
If the plan is a defined benefit plan, go to line 8.			
5 If a waiver of the minimum funding standard for a prior year is being amortized in this plan year, see instructions and enter the date of the ruling letter granting the waiver. Date: Month _____ Day _____ Year _____ If you completed line 5, complete lines 3, 9, and 10 of Schedule MB and do not complete the remainder of this schedule.			
6 a Enter the minimum required contribution for this plan year	6a		
b Enter the amount contributed by the employer to the plan for this plan year	6b		
c Subtract the amount in line 6b from the amount in line 6a. Enter the result (enter a minus sign to the left of a negative amount).....	6c		
If you completed line 6c, skip lines 8 and 9.			
7 Will the minimum funding amount reported on line 6c be met by the funding deadline?	☐ Yes	☐ No	☐ N/A
8 If a change in actuarial cost method was made for this plan year pursuant to a revenue procedure providing automatic approval for the change or a class ruling letter, does the plan sponsor or plan administrator agree with the change?.....	☐ Yes	☐ No	☐ N/A

Part III	Amendments
-----------------	-------------------

9 If this is a defined benefit pension plan, were any amendments adopted during this plan year that increased or decreased the value of benefits? If yes, check the appropriate box(es). If no, check the "No" box.....	☐ Increase	☐ Decrease	☐ Both	☒ No
--	-----------------------------------	-----------------------------------	-------------------------------	--

Part IV	ESOPs (see instructions). If this is not a plan described under Section 409(a) or 4975(e)(7) of the Internal Revenue Code, skip this Part.
----------------	---

10 Were unallocated employer securities or proceeds from the sale of unallocated securities used to repay any exempt loan?.....	☐ Yes	☐ No
11 a Does the ESOP hold any preferred stock?	☐ Yes	☐ No
b If the ESOP has an outstanding exempt loan with the employer as lender, is such loan part of a "back-to-back" loan? (See instructions for definition of "back-to-back" loan.)	☐ Yes	☐ No
12 Does the ESOP hold any stock that is not readily tradable on an established securities market?	☐ Yes	☐ No

Part V Additional Information for Multiemployer Defined Benefit Pension Plans

13 Enter the following information for each employer that contributed more than 5% of total contributions to the plan during the plan year (measured in dollars). See instructions. *Complete as many entries as needed to report all applicable employers.*

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

a Name of contributing employer

b EIN

c Dollar amount contributed by employer

d Date collective bargaining agreement expires (If employer contributes under more than one collective bargaining agreement, check box ☐ and see instructions regarding required attachment. Otherwise, enter the applicable date.) Month _____ Day _____ Year _____

e Contribution rate information (If more than one rate applies, check this box ☐ and see instructions regarding required attachment. Otherwise, complete items 13e(1) and 13e(2).)

(1) Contribution rate (in dollars and cents) _____

(2) Base unit measure: ☐ Hourly ☐ Weekly ☐ Unit of production ☐ Other (specify): _____

- 14** Enter the number of participants on whose behalf no contributions were made by an employer as an employer of the participant for:

a The current year	14a	
b The plan year immediately preceding the current plan year	14b	
c The second preceding plan year	14c	

- 15** Enter the ratio of the number of participants under the plan on whose behalf no employer had an obligation to make an employer contribution during the current plan year to:

a The corresponding number for the plan year immediately preceding the current plan year	15a	
b The corresponding number for the second preceding plan year	15b	

- 16** Information with respect to any employers who withdrew from the plan during the preceding plan year:

a Enter the number of employers who withdrew during the preceding plan year	16a	
b If item 16a is greater than 0, enter the aggregate amount of withdrawal liability assessed or estimated to be assessed against such withdrawn employers	16b	

- 17** If assets and liabilities from another plan have been transferred to or merged with this plan during the plan year, check box and see instructions regarding supplemental information to be included as an attachment. ☐

Part VI Additional Information for Single-Employer and Multiemployer Defined Benefit Pension Plans

- 18** If any liabilities to participants or their beneficiaries under the plan as of the end of the plan year consist (in whole or in part) of liabilities to such participants and beneficiaries under two or more pension plans as of immediately before such plan year, check box and see instructions regarding supplemental information to be included as an attachment ☐

- 19** If the total number of participants is 1,000 or more, complete items (a) through (c)

a Enter the percentage of plan assets held as:
 Stock: _____% Investment-Grade Debt: _____% High-Yield Debt: _____% Real Estate: _____% Other: _____%

b Provide the average duration of the combined investment-grade and high-yield debt:
☐ 0-3 years ☐ 3-6 years ☐ 6-9 years ☐ 9-12 years ☐ 12-15 years ☐ 15-18 years ☐ 18-21 years ☐ 21 years or more

c What duration measure was used to calculate item 19(b)?
☐ Effective duration ☐ Macaulay duration ☐ Modified duration ☐ Other (specify): _____

FINANCIAL STATEMENTS AND INDEPENDENT AUDITORS' REPORT

ADVANTECH RETIREMENT SAVINGS PLAN

December 31, 2009 and 2008

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RIVERO, GORDIMER & COMPANY, P.A.

CERTIFIED PUBLIC ACCOUNTANTS

Member
American Institute of Certified Public Accountants
Florida Institute of Certified Public Accountants

Cesar J. Rivero	Sam A. Lazzara
Richard Gordimer	Stephen G. Douglas
Herman V. Lazzara	Michael E. Helton
Marc D. Sasser	

INDEPENDENT AUDITORS' REPORT

To the Plan Administrator and Trustees of the
AdvanTech Retirement Savings Plan

We have audited the accompanying statements of net assets available for benefits of AdvanTech Retirement Savings Plan (the "Plan") as of December 31, 2009 and 2008, and the related statements of changes in net assets available for benefits for the years then ended. These financial statements are the responsibility of the Plan's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with auditing standards generally accepted in the United States of America. Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements. An audit also includes assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

In our opinion, the financial statements, referred to above present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2009 and 2008, and its changes in net assets available for benefits for the years then ended in conformity with accounting principles generally accepted in the United States of America.

Our audit of the Plan's financial statements as of and for the years ended December 31, 2009 and 2008 was made for the purpose of forming an opinion on the financial statements taken as a whole. The supplemental schedules of assets held at end of year as of December 31, 2009 and 2008 are presented for the purpose of additional analysis and are not a required part of the basic financial statements, but is supplementary information required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. These supplemental schedules are the responsibility of the Plan's management. The supplemental schedules have been subjected to the auditing procedures applied in the audit of the basic financial statements for the years ended December 31, 2009 and 2008, and, in our opinion, are fairly stated in all material respects in relation to the basic financial statements taken as a whole.

Rivero, Gordimer & Company, P.A.

Tampa, Florida
October 6, 2010

AdvanTech Retirement Savings Plan

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS

December 31,

	<u>2009</u>	<u>2008</u>
ASSETS		
Investments, at fair value (notes C and D)		
Mutual funds	\$ 66,070,684	\$ 52,968,452
Participant loans	<u>1,560,613</u>	<u>1,164,193</u>
Total investments	<u>67,631,297</u>	<u>54,132,645</u>
Receivables		
Employer contributions	182,016	340,995
Participant contributions	217,065	172,466
Other	<u>12,479</u>	<u>4,488</u>
	<u>411,560</u>	<u>517,949</u>
Total assets	<u>68,042,857</u>	<u>54,650,594</u>
LIABILITIES		
Total liabilities	<u>207,688</u>	<u>80,322</u>
Net assets available for benefits	<u>\$ 67,835,169</u>	<u>\$ 54,570,272</u>

The accompanying notes are an integral part of these statements.

AdvanTech Retirement Savings Plan

STATEMENTS OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS

For the years ended December 31,

	<u>2009</u>	<u>2008</u>
ADDITIONS		
Additions to net assets attributed to		
Contributions		
Participants	\$ 9,980,534	\$11,805,157
Employers	2,731,829	3,053,482
Rollovers	684,188	1,264,685
	<u>13,396,551</u>	<u>16,123,324</u>
Investment income (loss) (notes C and D)		
Participant loan earnings	71,717	91,800
Net appreciation (depreciation) in fair value of investments	11,903,803	(23,774,843)
Dividends	1,257,431	1,904,448
	<u>13,232,951</u>	<u>(21,778,595)</u>
Total additions (decrease)	<u>26,629,502</u>	<u>(5,655,271)</u>
DEDUCTIONS		
Deductions from net attributed to		
Benefit payment and in-service withdrawals	5,505,426	6,845,003
Corrective distributions	207,688	92,911
Administrative and other expenses	755,434	799,613
Total deductions	<u>6,468,548</u>	<u>7,737,527</u>
TRANSFERS		
From plan mergers	3,202,359	10,212,490
To other plans	<u>(10,098,416)</u>	<u>(10,258,318)</u>
Net transfers	<u>(6,896,057)</u>	<u>(45,828)</u>
Net increase (decrease)	13,264,897	(13,438,626)
Net assets available for benefits at beginning of year	<u>54,570,272</u>	<u>68,008,898</u>
Net assets available for benefits at end of year	<u>\$67,835,169</u>	<u>\$54,570,272</u>

The accompanying notes are an integral part of these statements.

AdvanTech Retirement Savings Plan

NOTES TO FINANCIAL STATEMENTS

December 31, 2009 and 2008

NOTE A - DESCRIPTION OF THE PLAN

The following description of the AdvanTech Retirement Savings Plan (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

1. General

The Plan is a defined contribution plan, subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"). An employee is eligible to participate in the Plan if he or she is age twenty-one (21) or older and has completed the minimum service requirement as selected by the co-employer under the Plan adoption agreement, up to one year of service (not to exceed 12 months). An employee shall have completed one year of service if during the initial employment year or during any subsequent plan year he or she completes 1,000 hours of service or more. Participation in the Plan is voluntary.

2. Plan Mergers

Certain co-employers' existing plans were merged into the Plan during the years ended December 31, 2009 and 2008, with the Plan being the surviving plan. The value of the assets transferred to the Plan related to these plan mergers was \$3,202,359 and \$10,212,490 for the years ended December 31, 2009 and 2008, respectively.

Also, during the years ended December 31, 2009 and 2008, certain co-employers elected to transfer their plan assets to plans sponsored by other entities. These transfers totaled \$10,098,416 and \$10,258,318 for the years ended December 31, 2009 and 2008, respectively.

3. Contributions

The employer shall contribute to the Plan on behalf of each participant, an elective contribution as specified in a salary reduction agreement between the participant and employer. Participant contributions are also subject to limitations set forth in the Internal Revenue Code, which change from year to year. Discretionary employer matching contributions may be made to the Plan on behalf of the participants. The matching contributions, if any, are a discretionary percentage of the participants' elective contribution.

Effective January 1, 2009, the Plan was amended to constitute an Eligible Automatic Contribution Agreement (EACA) under Internal Revenue Code Section 414(w). Automatic enrollment applies (1) to employees who first become eligible for the Plan on or after January 1, 2009 and (2) to employees who became eligible for the Plan before January 1, 2009 but who never made an election. The Plan includes the 90-day permissible withdrawal option as part of the eligible automatic contribution arrangement.

AdvanTech Retirement Savings Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2009 and 2008

NOTE A - DESCRIPTION OF THE PLAN - Continued

4. Participant Accounts

Each participant's account is credited with the participant's contribution and allocations of (a) the employer's contribution and (b) Plan earnings or losses, and charged with an allocation of administrative expenses. Allocations are based on participant earnings or account balances, as defined. The benefit, to which a participant is entitled, is the benefit that can be provided from the participant's vested account.

5. Vesting

Participants are immediately vested in both their contributions and earnings or losses thereon. Generally, all participants fully vest in employer contributions and the earnings or losses thereon after six years of service. Variations, if any, to the schedule below may exist in the employer's addendum. There also may be safe-harbor plans with immediate vesting. Further descriptions may be read in the complete formal legal documents. Generally, participants in the Plan vest as follows:

<u>Years of service</u>	<u>Vested interest</u>
Less than 2 years	0%
2	20%
3	40%
4	60%
5	80%
6 or more	100%

6. Distribution of Participants Accounts

Pre-tax contributions may be distributed to a participant while still employed only to meet a qualifying financial hardship. Distributions can be made out of the Plan; at retirement or age 59 ½, in the event of long-term disability, death, or upon termination of employment.

7. Corrective Distributions

Corrective distributions must be made when a participant has excess contributions under the Actual Deferral Percentage ("ADP") Test or excess aggregate contributions under the Actual Contribution Percentage ("ACP") Test and the employer does not correct these excesses by making Qualified Non-Elective Contributions or Qualified Matching Contributions. The amount of corrective distributions paid by the Plan during the years ended December 31, 2009 and 2008 was \$207,688 and \$92,911, respectively.

AdvanTech Retirement Savings Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2009 and 2008

NOTE A - DESCRIPTION OF THE PLAN - Continued

8. Loans to Participants

The aggregate amount of any loans to a participant shall not exceed 50 percent of his or her account balance. The minimum and maximum aggregate dollar amount of loans outstanding to any participant must be at least \$1,000, but must not exceed \$50,000.

9. Forfeitures

Forfeitures of non-vested employer contributions by terminated participants are used to reduce employer matching contributions for the plan year for which the forfeitures arise.

10. Administration

Administration of the Plan is the responsibility of the plan administrator and the Board of Directors of Agency Solutions International, Inc. (the "Company"). The Company is the Plan sponsor and administrator and has designated an individual employee as its contact. Any amendments to the Plan regarding terminations, materially adding or deleting benefits or modifying the funding obligations require approval by the Board of Directors.

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

A summary of the Plan's significant accounting policies applied in the preparation of the accompanying financial statements follows:

1. Basis of Accounting

The accompanying financial statements are prepared using the accrual basis of accounting, except benefit payments, which are recorded when paid.

2. Management Estimates and Assumptions

The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires the Plan's management to use estimates and assumptions that affect the reported amounts of assets and liabilities and changes therein and disclosure of contingent assets and liabilities at the date of the financial statements. Actual results could differ from those estimates and such differences could be material.

3. Investment Valuation

The assets of the Plan are invested in one or more of the mutual fund accounts held at Slavic Integrated Administration (the "Custodian"), the Plan's third party administrator.

AdvanTech Retirement Savings Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2009 and 2008

NOTE B - SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES – Continued

The Plan's investments in mutual fund accounts are stated at fair value as determined by the Custodian. Such fair values are based on quotations from active markets such as national security exchanges or brokerage firms, and based on yields currently available or comparable securities and the Plan's participation units in the accounts. The Plan's investments in mutual funds are stated at fair value as determined by quoted market prices, which represents the net asset value of shares held by the Plan at year end. Participant loans and receivables are valued at amortized cost, which approximates fair value.

Realized gains and losses and unrealized appreciation (depreciation) of investments, including those bought and sold during the year, are recorded in the accompanying Statement of Changes in Net Assets Available for Benefits as net appreciation or depreciation in the fair value of investments. Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date.

4. Payment of Benefits

Benefit payments to participants are recorded upon distribution.

The Plan permits terminated employees to continue to maintain active investment accounts. Although no further employee contributions are allowed, terminated employees may continue to transfer amounts among the investment options.

5. Administrative Expenses

Investment management fees and administrative expenses are paid by the Plan and are reflected in the Plan's financial statements. However, certain legal and other expenses of the Plan are paid directly by the Company and are not included in the accompanying financial statements.

NOTE C – FAIR VALUE MEASUREMENTS

The Plan adopted Financial Accounting Standards Board *Accounting Standards Codification* 820-10, as of January 1, 2008. FASB ASC 820-10 establishes a framework for using fair value to measure assets and liabilities and defines fair value as the price that would be received to sell an asset or paid to transfer a liability (an exit price) as opposed to the price that would be paid to acquire the asset or received to assume the liability (an entry price).

Under FASB ASC 820-10, a fair value measure should reflect the assumptions that market participants would use in pricing the asset or liability, including the assumptions about the risk inherent in a particular valuation technique, the effect of a restriction on the sale or use of an asset and the risk of nonperformance. FASB ASC 820-10 requires disclosures that stratify statement of net assets available for benefits amounts measured at fair value based on inputs the Plan used to derive fair value measurements. These strata include:

AdvanTech Retirement Savings Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2009 and 2008

NOTE C – FAIR VALUE MEASUREMENTS - Continued

- Level 1 inputs, where the valuation is based on quoted market prices for identical assets or liabilities traded in active markets (which include exchanges and over-the counter markets with sufficient volume),
- Level 2 inputs, where the valuation is based on quoted market prices for similar instruments traded in active markets, quoted prices for identical or similar instruments in markets that are not active and model-based valuation techniques for which all significant assumptions are observable in the market, and
- Level 3 inputs, where the valuation is generated from model-based techniques that use significant assumptions not observable in the market, but observable based on fund-specific data. These unobservable assumptions reflect estimates or assumptions that market participants would use in pricing the asset or liability. Valuation techniques typically include option pricing models, discounted cash flow models and similar techniques, but may also include the use of market prices of assets or liabilities that are not directly comparable to the subject asset or liability.

The following tables present financial assets measured at fair value on a recurring basis as of December 31,:

<u>December 31, 2009</u>	<u>Fair Value</u>	<u>Level 1 Inputs</u>	<u>Level 2 Inputs</u>	<u>Level 3 Inputs</u>
Mutual funds	\$ 66,070,684	\$ 66,070,684	\$ -	\$ -
Participants' loans	<u>1,560,613</u>	<u>-</u>	<u>-</u>	<u>1,560,613</u>
Total	<u>\$ 67,631,297</u>	<u>\$ 66,070,684</u>	<u>\$ -</u>	<u>\$ 1,560,613</u>

<u>December 31, 2008</u>	<u>Fair Value</u>	<u>Level 1 Inputs</u>	<u>Level 2 Inputs</u>	<u>Level 3 Inputs</u>
Mutual funds	\$ 52,968,452	\$ 52,968,452	\$ -	\$ -
Participants' loans	<u>1,164,193</u>	<u>-</u>	<u>-</u>	<u>1,164,193</u>
Total	<u>\$ 54,132,645</u>	<u>\$ 52,968,452</u>	<u>\$ -</u>	<u>\$ 1,164,193</u>

AdvanTech Retirement Savings Plan

NOTES TO FINANCIAL STATEMENTS - CONTINUED

December 31, 2009 and 2008

NOTE C – FAIR VALUE MEASUREMENTS - Continued

The following tables illustrate a rollforward for all assets measured at fair value on a recurring basis using significant unobservable inputs (Level 3) for the year ended December 31,:

	2009 Participants' Loans	2008 Participants' Loans
Beginning balance, January 1,	\$ 1,164,193	\$ 1,221,362
New loans	1,593,246	969,368
Interest earned	71,772	91,800
Principal payments, loan defaults, spin off loans	(1,268,598)	(1,118,337)
Ending balance, December 31,	<u>\$ 1,560,613</u>	<u>\$ 1,164,193</u>

NOTE D – INVESTMENTS

The following table presents the fair values of those investments that represent five percent or more of the Plan's net assets available for benefits at December 31,:

	2009	2008
Fidelity Advisor International Discovery Fund A	\$ 4,938,564	\$ -
T Rowe Price New Asia	\$ -	\$ 2,933,222
Vanguard Short-Term Federal Admiral	\$ 13,325,320	\$ 7,065,084
Vanguard Total Stock Market Index Signal	\$ 9,333,294	\$ 9,288,819
T Rowe Price New Era	\$ 4,336,105	\$ 2,937,035
Fidelity International Discovery A	\$ -	\$ 6,086,212
Vanguard REIT Index Signal	\$ 4,451,599	\$ 2,991,720
Vanguard Money Market Prime	\$ 4,841,953	\$ 5,078,183
Fidelity Daily Money Market	\$ -	\$ 3,005,558

Investment income consisted of the following at December 31,:

	2009	2008
Participant loan earnings	\$ 71,717	\$ 91,800
Net appreciation (depreciation) in fair value of investments	11,903,803	(23,774,843)
Dividends	<u>1,257,431</u>	<u>1,904,448</u>
Total investment income (loss)	<u>\$ 13,232,951</u>	<u>\$ (21,778,595)</u>

AdvanTech Retirement Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2009 and 2008

NOTE E – PLAN TERMINATION

Although it has not expressed any intent to do so, the Company has the right under the Plan to discontinue its contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants will become 100% vested in their accounts.

NOTE F – TAX STATUS

The Internal Revenue Service has determined and informed the Company by a letter dated September 23, 2002 that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (IRC) and, accordingly, are exempt from federal income taxes.

NOTE G – PARTY-IN-INTEREST

Administrative and record keeping fees are paid to Slavic Integrated Administration, Inc., a party-in-interest. Total administrative fees and other expenses paid by the Plan to this party for the years ended December 31, 2009 and 2008 were \$755,434 and \$799,613, respectively.

NOTE H – CONCENTRATIONS OF CREDIT RISK

Financial instruments which potentially subject the Plan to concentrations of credit risk consist principally of the Plan's investments. Management places the Plan's investments with various financial institutions and attempts to limit the amount of credit exposure to any particular investment.

NOTE I – RISK AND UNCERTAINTIES

The Plan provides for various investment options in professionally managed funds that purchase common shares and other equity type securities of publicly traded companies, as well as investment contracts. Such investments are exposed to various risks such as interest rate, market and credit risk. Due to the level of risk associated with such investments and the level of uncertainty related to changes in the value of such investments, it is at least reasonably possible that changes in risks in the near term would materially affect participants' account balances and the amounts reported in the Statements of Net Assets Available for Benefits and the Statements of Changes in Net Assets Available for Benefits.

NOTE J – SUBSEQUENT EVENTS

Domestic equity and debt markets have continued to experience volatility subsequent to the Statement of Net Assets Available for Benefits date of December 31, 2009. As such, the fair market value of investments may experience subsequent changes from the values presented at December 31, 2009.

AdvanTech Retirement Savings Plan

NOTES TO FINANCIAL STATEMENTS – CONTINUED

December 31, 2009 and 2008

NOTE J – SUBSEQUENT EVENTS – Continued

The Plan has evaluated events and transactions occurring subsequent to December 31, 2009 as of October 6, 2010 which is the date the financial statements were issued. Subsequent events occurring after October 6, 2010 have not been evaluated by management. No material events have occurred since December 31, 2009 that require recognition or disclosure in the financial statements that have not been already recognized or disclosed in the financial statements for the year ended December 31, 2009.

SUPPLEMENTAL INFORMATION

AdvanTech Retirement Savings Plan
SCHEDULE OF ASSETS HELD AT END OF YEAR
December 31, 2009

Supplemental Schedule for IRS Form 5500 – Schedule H, Part IV, Item 4i
Plan EIN 59-3439650, Plan Number 333

(a)	(b)	(c)	(d)	(e)
Party of Interest	Identity of Issue, Borrower Lessor, or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
	AIM Funds	BRSIX - Bridgewater Ultra-Small Company Market		\$ 326,224
	AIM Funds	CHTRX - AIM Charter		65
	Dreyfus Funds	DPOAX - Dreyfus Premier S&P Stars Opportunity A		44
	Fidelity Funds	FAIDX - Fidelity Int'l Discovery A		4,938,564
	Fidelity Funds	FDAXX - Fidelity Daily Money Market		2,738,245
	Fidelity Funds	FDVAX - Fidelity Advisor Diversified International A		25
	Fidelity Funds	FMCDX - Fidelity Advisor Midcap		526,074
	Fidelity Funds	FSOAX - Fidelity Advisor Value Strategies A		10
	Gabelli Funds	GABAX - Gabelli Asset Fund		44,217
	Janus Funds	JAWWX - Janus Worldwide Fund		118
	Janus Funds	JGORX - Janus Adviser Large Cap Growth		37
	DWS Funds	KDHAX - DWS Strategic Value		5,674
	DWS Funds	KTCAX - DWS Technology A		6,918
	MFS Funds	MMUFX - MFS Utilities A		183,436
	Oppenheimer Funds	MSIGX - Oppenheimer MainStreet Inc. & Growth A		77
	Neuberger & Berman Funds	NBPBX - Neuberger Berman Partners Adv		308,940
	Oppenheimer Funds	OPGSX - Oppenheimer Gold & Special Minerals		18,693
	Oppenheimer Funds	OPGVX - Oppenheimer Limited-Term Government A		131
	Oppenheimer Funds	OPMSX - Oppenheimer MainStreet Small Cap A		34,550
	Oppenheimer Funds	OPPAX - Oppenheimer Global Fund A		6,293
	North Track Funds	PPTIX - NYSE Arca Tech 100 Index A		345,241
	T Rowe Price Funds	PRASX - T Rowe Price New Asia		2,826,190
	T Rowe Price Funds	PRNEX - T Rowe Price New Era		4,336,105
	American Funds	RFNEX - American Funds Fundamental Invs R4		1,864,592
	American Funds	RGAXX - American Funds Growth Fund of America CI R4		1,920,518
	American Funds	RNPEX - American Funds New Perspective		168,619
	T Rowe Price Funds	RPMGX - T Rowe Price Mid Cap Growth		1,642,197
	American Funds	RWIEX - American Funds Capital World G & I R4		2,221,435
	American Funds	RWMEX - American Funds Washington Mutual Fund R4		9,402
	DWS Funds	SCEMX - DWS Emerging Markets Income		817
	DWS Funds	SERAX - DWS Europe Equity		26
	BlackRock Funds	SHISX - BlackRock Health Sciences Service		575,552
	Wells Fargo Funds	SOPFX - Wells Fargo Opportunity		134
	SSga Funds	SSREX - SSga RET		13,984
	Wells Fargo Funds	STADX - Wells Fargo Ultra Short-Term Income Fund		94
	DWS Funds	SUHAX - DWS Health Care		9,744
	SSga Funds	SVSPX - SSga S&P Index 500		931,524

AdvanTech Retirement Savings Plan

SCHEDULE OF ASSETS HELD AT END OF YEAR - CONTINUED

December 31, 2009

Supplemental Schedule for IRS Form 5500 – Schedule H, Part IV, Item 4i
Plan EIN 59-3439650, Plan Number 333

(a)	(b)	(c)	(d)	(e)
Party of Interest	Identity of Issue, Borrower Lessor, or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
	Third Avenue Funds	TAVFX - Third Avenue Value		1,046,297
	Columbia Management Funds	CSCZX - Columbia Small Cap Value I Fund Class Z		1,471
	Vanguard Funds	VAIPX - Vanguard Inflation Protected Securities		723,339
	Vanguard Funds	VBSSX - Vanguard Short-Term Bond Index Signal		588,772
	Vanguard Funds	VBTSX - Vanguard Total Bond Market Index Signal		1,079,889
	Vanguard Funds	VGSIX - Vanguard RET Index		7
	Vanguard Funds	VEURX - Vanguard European Index		70,503
	Vanguard Funds	VGRSX - Vanguard RET Index Signal		4,451,599
	Vanguard Funds	VGTSX - Vanguard Total International Stock Index		2,065,008
	Vanguard Funds	VIBSX - Vanguard Int-Term Bond Index Signal		682,535
	Vanguard Funds	VISGX - Vanguard Small Cap Growth Index		917,416
	Vanguard Funds	VMISX - Vanguard Mid Cap Index Signal		787,755
	Vanguard Funds	VMMXX - Vanguard Money Market Prime		4,841,953
	Vanguard Funds	VSGDX - Vanguard Short-Term Federal Admiral		13,325,320
	Vanguard Funds	VTSMX - Vanguard Total Stock Market Index		4
	Vanguard Funds	VTSSX - Vanguard Total Stock Market Index Signal		9,333,294
	Vanguard Funds	VWEHX - Vanguard High Yield Corporate Bond		151,013
	Participant Loans	4.25% to 10.25%		1,560,613
				<u>\$ 67,631,297</u>

Department of Labor Regulation 2520.130-11(d) allows the exclusion of participant directed transactions from the historical cost entry on the Schedule of Assets Held at End of Year.

AdvanTech Retirement Savings Plan
SCHEDULE OF ASSETS HELD AT END OF YEAR
December 31, 2008

Supplemental Schedule for IRS Form 5500 – Schedule H, Part IV, Item 4i
Plan EIN 59-3439650, Plan Number 333

(a)	(b)	(c)	(d)	(e)
Party of Interest	Identity of Issue, Borrower Lessor, or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
AIM Funds		BRSIX - Bridgewater Ultra-Small Company Market	\$	221,709
AIM Funds		CHTRX - AIM Charter		11,430
Dreyfus Funds		DPOAX - Dreyfus Premier S&P Stars Opportunity A		3,943
Fidelity Funds		FAIDX - Fidelity Int'l Discovery A		6,086,212
Fidelity Funds		FDAXX - Fidelity Daily Money Market		3,005,558
Fidelity Funds		FDVAX - Fidelity Advisor Diversified International A		3,533
Fidelity Funds		FMCDX - Fidelity Advisor Midcap		332,690
Fidelity Funds		FSOAX - Fidelity Advisor Value Strategies A		481
Gabelli Funds		GABAX - Gabelli Asset Fund		29,968
Janus Funds		JAWWX - Janus Worldwide Fund		19,325
Janus Funds		JGORX - Janus Adviser Large Cap Growth		9,114
DWS Funds		KDHAX - DWS Strategic Value		53,198
DWS Funds		KTCAX - DWS Technology A		1,236
MFS Funds		MMUFX - MFS Utilities A		43,918
Oppenheimer Funds		MSIGX - Oppenheimer MainStreet Inc. & Growth A		10,424
Neuberger & Berman Funds		NBPBX - Neuberger Berman Partners Adv		295,054
Oppenheimer Funds		OPGSX - Oppenheimer Gold & Special Minerals		50,846
Oppenheimer Funds		OPGVX - Oppenheimer Limited-Term Government A		30,728
Oppenheimer Funds		OPMSX - Oppenheimer MainStreet Small Cap A		43,882
Oppenheimer Funds		OPPAX - Oppenheimer Global Fund A		59,364
Dreyfus Funds		PGROX - Dreyfus Worldwide Growth		207
Federated Funds		POIXX - Federated Prime Obligation Fund		713
North Track Funds		PPTIX - NYSE Arca Tech 100 Index A		158,048
T Rowe Price Funds		PRASX - T Rowe Price New Asia		2,933,222
T Rowe Price Funds		PRNEX - T Rowe Price New Era		2,937,035
American Funds		RFNEX - American Funds Fundamental Invs R4		1,361,690
American Funds		RGAX - American Funds Growth Fund of America C/R4		1,164,121
American Funds		RNPEX - American Funds New Perspective		6,280
T Rowe Price Funds		RPMGX - T Rowe Price Mid Cap Growth		830,619
American Funds		RWIEX - American Funds Capital World G & I R4		1,610,922
American Funds		RWMEX - American Funds Washington Mutual Fund R4		8,628
DWS Funds		SCEMX - DWS Emerging Markets Income		7,627
DWS Funds		SERAX - DWS Europe Equity		11,246
BlackRock Funds		SHISX - BlackRock Health Sciences Service		420,597
Wells Fargo Funds		SOPFX - Wells Fargo Opportunity		35,302
SSGa Funds		SSREX - SSga REIT		58,444
Wells Fargo Funds		STADX - Wells Fargo Ultra Short-Term Income Fund		61,265
DWS Funds		SUHAX - DWS Health Care		9,156

AdvanTech Retirement Savings Plan

SCHEDULE OF ASSETS HELD AT END OF YEAR - CONTINUED

December 31, 2008

Supplemental Schedule for IRS Form 5500 – Schedule H, Part IV, Item 4i
Plan EIN 59-3439650, Plan Number 333

(a)	(b)	(c)	(d)	(e)
Party of Interest	Identity of Issue, Borrower Lessor, or Similar Party	Description of Investment Including Maturity Date, Rate of Interest, Collateral, Par or Maturity Value	Cost	Current Value
	SSga Funds	SVSPX - SSga S&P Index 500		676,511
	Third Avenue Funds	TAVFX - Third Avenue Value		742,279
	Vanguard Funds	VAIPX - Vanguard Inflation Protected Securities		601,404
	Vanguard Funds	VBIX - Vanguard Intermediate - Term Bond Index		6,965
	Vanguard Funds	VBISX - Vanguard Short-Term Bond Index		7,201
	Vanguard Funds	VBSSX - Vanguard Short-Term Bond Index Signal		346,931
	Vanguard Funds	VBTSX - Vanguard Total Bond Market Index Signal		807,170
	Vanguard Funds	VGSIX - Vanguard RET Index		4
	Vanguard Funds	VEURX - Vanguard European Index		2,782
	Vanguard Funds	VGRSX - Vanguard RET Index Signal		2,991,720
	Vanguard Funds	VGTSX - Vanguard Total International Stock Index		1,582,188
	Vanguard Funds	VIBSX - Vanguard Int-Term Bond Index Signal		726,382
	Vanguard Funds	VIPSX - Vanguard Inflation Protected Securities		338
	Vanguard Funds	VISGX - Vanguard Small Cap Growth Index		618,020
	Vanguard Funds	VMISX - Vanguard Mid Cap Index Signal		426,791
	Vanguard Funds	VMMXX - Vanguard Money Market Prime		5,078,183
	Vanguard Funds	VSGDX - Vanguard Short-Term Federal Admiral		7,065,084
	Vanguard Funds	VTSMX - Vanguard Total Stock Market Index		35
	Vanguard Funds	VTSSX - Vanguard Total Stock Market Index Signal		9,288,819
	Vanguard Funds	VWEHX - Vanguard High Yield Corporate Bond		71,910
	Participant Loans	4.25% to 10.25%		1,164,193
				<u>\$ 54,132,645</u>

Department of Labor Regulation 2520.130-11(d) allows the exclusion of participant directed transactions from the historical cost entry on the Schedule of Assets Held at End of Year.

SCHEDULE H, LINE 4i - SCHEDULE OF ASSETS (HELD AT END OF YEAR).

Advantec Retirement Savings Plan

EIN #: 59-3439650

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date rate of interest, collateral, par, or maturity value	(d) cost	(e) Current value
	AIM Funds	CHTRX - AIM Charter		65
	American Funds	RFNEX - American Funds Fundamental Invs R4		1,864,592
	American Funds	RGAEX - American Growth Fund Of America CI R4		1,920,518
	American Funds	RNPEX - American Funds New Perspective		168,619
	American Funds	RWIEX - American Capital World Growth & Inc R4		2,221,435
	American Funds	RWMEX - American Funds Washington Mutual Fund R4		9,402
	BlackRock Funds	SHISX - BlackRock Health Sciences Svc		575,552
	Bridgeway Funds	BRSIX - Bridgeway Ultra-Small Company Mkt		326,224
	Columbia Funds	CSCZX - Columbia Small Cap Value		1,471
	Dreyfus Funds	DPOAX - Dreyfus Premier S&P Stars Opportunity A		44
	DWS Funds	KDHAX - DWS Strategic Value		5,674
	DWS Funds	KTCAX - DWS Technology A		6,918
	DWS Funds	SCEMX - DWS Emerging Mkts Income		817
	DWS Funds	SERAX - DWS Europe Equity		26
	DWS Funds	SUHAX - DWS Health Care		9,744
	Fidelity Funds	FAIDX - Fidelity Advisor Int'l Discovery A		4,938,564
	Fidelity Funds	FDAXX - Fidelity Daily Money Mkt		2,738,245
	Fidelity Funds	FDVAX - Fidelity Advisor Diversified Int'l A		25
	Fidelity Funds	FMCDX - Fidelity Advisor Midcap		526,074
	Fidelity Funds	FSOAX - Fidelity Adv_ Value Strategies A		10
	Gabelli Funds	GABAX - Gabelli Asset Fund		44,217
	Janus Funds	JAWWX - Janus Worldwide Fund		118
	Janus Funds	JGORX - Janus Adviser Large Cap Growth		37
	MFS Funds	MMUFX - MFS Utilities A		183,436
	Neuberger & Berman Funds	NBPBX - Neuberger Berman Partners Adv		308,940
	North Track Funds	PPTIX - Highmark NYSE Arca Tech 100 Index A		345,241
	Oppenheimer funds	MSIGX - Oppenheimer MainStreet Inc & Growth A		77
	Oppenheimer funds	OPGSX - Oppenheimer Gold & Special Minerals		18,693
	Oppenheimer funds	OPGVX - Oppenheimer Limited-Term Govt A		131
	Oppenheimer funds	OPMSX - Oppenheimer MainStreet Small Cap A		34,550
	Oppenheimer funds	OPPAX - Oppenheimer Global Fund A		6,293
	SSgA Funds	SSREX - SSgA REIT		13,984
	SSgA Funds	SVSPX - SSgA S&P Index 500		931,524
	T Rowe Price Funds	PRASX - T_ Rowe Price New Asia		2,826,190
	T Rowe Price Funds	PRNEX - T_ Rowe Price New Era		4,336,105
	T Rowe Price Funds	RPMGX - T Rowe Price Mid Cap Growth		1,642,197
	Third Avenue Funds	TAVFX - Third Avenue Value		1,046,299
	Vanguard Funds	VAIPX - Vanguard Inflation Protected Securities		723,339
	Vanguard Funds	VBSSX - Vanguard Short-Term Bond Index Signal		588,772
	Vanguard Funds	VBTSX - Vanguard Total Bond Market Index Signal		1,079,889
	Vanguard Funds	VEURX - Vanguard European Index		70,503
	Vanguard Funds	VGRSX - Vanguard REIT Index Signal		4,451,599

(a)	(b) Identity of issue, borrower, lessor, or similar party	(c) Description of investment including maturity date rate of interest, collateral, par, or maturity value	(d) cost	(e) Current value
	Vanguard Funds	VGSIX - Vanguard REIT Index		7
	Vanguard Funds	VGTSX - Vanguard Total Intl Stock Index Fund		2,065,008
	Vanguard Funds	VIBSX - Vanguard Int-Term Bond Index Signal		682,535
	Vanguard Funds	VISGX - Vanguard Small Cap Growth Index		917,416
	Vanguard Funds	VMISX - Vanguard Mid Cap Index Signal		787,755
	Vanguard Funds	VMMXX - Vanguard Money Market Prime		4,841,953
	Vanguard Funds	VSGDX - Vanguard Short-Term Federal Admiral		13,325,320
	Vanguard Funds	VTSMX - Vanguard Total Stock Market Index		4
	Vanguard Funds	VTSSX - Vanguard Total Stock Market Index Signal		9,333,294
	Vanguard Funds	VWEHX - Vanguard High Yield Corporate Bond		151,013
	Wells Fargo Funds	SOPFX - Wells Fargo Opportunity		134
	Wells Fargo Funds	STADX - Wells Fargo Ultra Short-Term Income Fund		94
	Participant Loans	4.25% - 10.25%		1,560,613