	Form 5500-SF	Short Form Annual Return/Report of Small Employee				OMB Nos. 1210-0110 1210-0089				
	Department of the Treasury Internal Revenue Service This form is require		Benefit Plan to be filed under sections 104 and 4065 of the Employee			2010				
Department of Labor Retirement Income Security A				(ERISA), and section 6058(a) of the Code (the Code).	This Form is Open to Public					
P	Pension Benefit Guaranty Corporation Inspection									
Part I Annual Report Identification Information										
						2/31/2010				
	This return/report is for:	isingle-employer plan multiple-employer plan (not multiemployer) first return/report final return/report				one-participant plan				
B	This return/report is for:	first return/report								
-	an amended return/report Short plan year return/report (less than 12 m					_				
C	C Check box if filing under:									
D	ut II Decie Dien Inform	special extension (enter descriptio	,							
	Art II Basic Plan Inform Name of plan	nation—enter all requested information	ation		1b	Three-digit				
	-	IS, INC. 401(K) RETIREMENT PLAI	N			plan number 002				
						(PN) ►				
		1c	1c Effective date of plan 01/01/1986							
	Plan sponsor's name and addre	ess (employer, if for single-employer IS, INC.	plan)		2b	Employer Identification Number (EIN) 84-0502260				
	116TH AVE NE, SUITE 100				2c	Plan sponsor's telephone number 425-455-3000				
BELL	.EVUE, WA 98004				2d	Business code (see instructions) 238900				
3a PACI	Plan administrator's name and FIC CONSTRUCTION SYSTEM	3b	Administrator's EIN 84-0502260							
		3c	Administrator's telephone number 425-455-3000							
	4 If the name and/or EIN of the plan sponsor has changed since the last return/report filed for this plan, enter the 4b EIN									
I	name, EIN, and the plan numbe	4c	4c PN							
5a Total number of participants at the beginning of the plan year						a 53				
b	Total number of participants at	5b								
C	Total number of participants wi complete this item)	5c	50							
6a	complete this item)									
b	b Are you claiming a waiver of the annual examination and report of an independent qualified public accountant (IQPA)									
	under 29 CFR 2520.104-46? (See instructions on waiver eligibility and conditions.)									
Pa	rt III Financial Informa									
7	Plan Assets and Liabilities			(a) Beginning of Year	(b) End of Year					
а	Total plan assets		. 7a	503595	3	4801271				
b	Total plan liabilities		7b)					
C	· · ·	b from line 7a)	7c	503595	3	4801271				
8	Income, Expenses, and Transf			(a) Amount		(b) Total				
а	(1) Employers	vable from:	8a(1)	5673	3					
	(2) Participants		8a(2)	28448	2					
	(3) Others (including rollovers)		8a(3)		C					
b	Other income (loss)		8b	62607	C					
С	Total income (add lines 8a(1),	Ba(2), 8a(3), and 8b)	8c			967288				
d		ollovers and insurance premiums	8d	1152020	C					
е	, ,	ive distributions (see instructions)	8e							
f		s (salaries, fees, commissions)		4995	5					
g	Other expenses		. 8g							
h	Total expenses (add lines 8d, 8	3e, 8f, and 8g)	8h			1201975				
i	Net income (loss) (subtract line	8h from line 8c)	8i			-234687				
j	Transfers to (from) the plan (se	e instructions)	8j							

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

Part IV **Plan Characteristics**

- If the plan provides pension benefits, enter the applicable pension feature codes from the List of Plan Characteristic Codes in the instructions: 9a 2E 2K 3D 2F 2G 2J
- **b** If the plan provides welfare benefits, enter the applicable welfare feature codes from the List of Plan Characteristic Codes in the instructions:

Part	۷	Compliance Questions						
10	Du	ring the plan year:		Yes	No	Ar	nount	
а		as there a failure to transmit to the plan any participant contributions within the time period described in OCFR 2510.3-102? (See instructions and DOL's Voluntary Fiduciary Correction Program)	10a		x			
b		Were there any nonexempt transactions with any party-in-interest? (Do not include transactions reported on line 10a.)			Х			
С	Was the plan covered by a fidelity bond?							500000
d	Did the plan have a loss, whether or not reimbursed by the plan's fidelity bond, that was caused by fraud or dishonesty?				X			
е	Were any fees or commissions paid to any brokers, agents, or other persons by an insurance carrier, insurance service or other organization that provides some or all of the benefits under the plan? (See instructions.)		10e		X			
f	На	s the plan failed to provide any benefit when due under the plan?	10f		Х			
g	Did the plan have any participant loans? (If "Yes," enter amount as of year end.)		10q		Х			
h			10h		Х			
i		0h was answered "Yes," check the box if you either provided the required notice or one of the ceptions to providing the notice applied under 29 CFR 2520.101-3	10i					
Part	VI	Pension Funding Compliance						
11	Is this a defined benefit plan subject to minimum funding requirements? (If "Yes," see instructions and complete Schedule SB (Form 5500))							
12	Is this a defined contribution plan subject to the minimum funding requirements of section 412 of the Code or section 302 of ERISA? 🛛 Yes 🏹 No							× No
	(lf '	Yes," complete 12a or 12b, 12c, 12d, and 12e below, as applicable.)						
а	a 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 letter ruling granting the waiver							
lf y	you	completed line 12a, complete lines 3, 9, and 10 of Schedule MB (Form 5500), and skip to line 13.		-				
b	D Enter the minimum required contribution for this plan year				12b			
С	Enter the amount contributed by the employer to the plan for this plan year				12c			
d	Subtract the amount in line 12c from the amount in line 12b. Enter the result (enter a minus sign to the lef negative amount)				12d			
е	Wil	the minimum funding amount reported on line 12d be met by the funding deadline?				Yes	No	N/A
Part	VII	Plan Terminations and Transfers of Assets						
13a	На	s a resolution to terminate the plan been adopted during the plan year or any prior year?					Yes	X No
	lf "	Yes," enter the amount of any plan assets that reverted to the employer this year			13a			
b	Were all the plan assets distributed to participants or beneficiaries, transferred to another plan, or brought under the control of the PBGC?							× No
C 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.)								
13c(1) Name of plan(s):				13c(2) EIN(s) 13c(3) PN(s)			PN(s)	
Caut	ion:	A penalty for the late or incomplete filing of this return/report will be assessed unless reasonab	le cau	ise is	establ	ished.		

Under penalties of perjury and other penalties set forth in the instructions, I declare that I have examined this return/report, including, if applicable, a Schedule SB or Schedule MB completed and signed by an enrolled actuary, 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	Filed with authorized/valid electronic signature.	02/28/2011	THERESE LITTON				
HERE	Signature of plan administrator	Date	Enter name of individual signing as plan administrator				
SIGN							
HERE	Signature of employer/plan sponsor	Date	Enter name of individual signing as employer or plan sponsor				