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), 6057(b), 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

2011

This Form is Open to Public Inspection

Part I Annual Report Identification Information

For calendar plan year 2011 or fiscal plan year beginning 01/01/2011 and ending 12/31/2011

A This return/report is for:
- [ ] a multiemployer plan;
- [ ] a multiple-employer plan; or
- [X] 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:
- [X] Form 5558;
- [ ] automatic extension;
- [ ] the DFVC program;
- [ ] special extension (enter description)

Part II Basic Plan Information—enter all requested information

1a Name of plan
VCC 401(K) AND PROFIT SHARING PLAN

1b Three-digit plan number (PN) ▶ 001

1c Effective date of plan 04/01/1987

2a Plan sponsor's name and address, including room or suite number (Employer, if for single-employer plan)

VCC

216 LOUISIANA
LITTLE ROCK, AR 72201-2706

2b Employer Identification Number (EIN) 71-0644259

2c Sponsor's telephone number 501-376-0017

2d Business code (see instructions) 236200

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.	10/11/2012	BRADLEY N. DAVIS
	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
SIGN HERE			
	Signature of DFE	Date	Enter name of individual signing as DFE

3a Plan administrator's name and address (if same as plan sponsor, enter "Same")
RETIREMENT COMMITTE VRATSINAS CONSTRUCTION COMPANY

216 LOUISIANA
LITTLE ROCK, AR 72201-2706

3b Administrator's EIN
71-0648840

3c Administrator's telephone number
501-376-0017

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

5	Total number of participants at the beginning of the plan year	**5**	321
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**	249
b	Retired or separated participants receiving benefits	**6b**	0
c	Other retired or separated participants entitled to future benefits	**6c**	124
d	Subtotal. Add lines **6a**, **6b**, and **6c**	**6d**	373
e	Deceased participants whose beneficiaries are receiving or are entitled to receive benefits	**6e**	0
f	Total. Add lines **6d** and **6e**	**6f**	373
g	Number of participants with account balances as of the end of the plan year (only defined contribution plans complete this item)	**6g**	332
h	Number of participants that terminated employment during the plan year with accrued benefits that were less than 100% vested	**6h**	11
7	Enter the total number of employers obligated to contribute to the plan (only multiemployer plans complete this item)	**7**	

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 3D 2T

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)	X	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)	X	Trust
(4)		General assets of the sponsor

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

SCHEDULE C (Form 5500)	Service Provider Information	OMB No. 1210-0110
Department of the Treasury Internal Revenue Service Department of Labor Employee Benefits Security Administration Pension Benefit Guaranty Corporation	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.**	**2011** **This Form is Open to Public Inspection.**

For calendar plan year 2011 or fiscal plan year beginning 01/01/2011 and ending 12/31/2011

A Name of plan	**B** Three-digit plan number (PN) ▶	
VCC 401(K) AND PROFIT SHARING PLAN		001
C Plan sponsor's name as shown on line 2a of Form 5500	**D** Employer Identification Number (EIN)	
VCC	71-0644259	

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).. . . . . [X] 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

SEI TRUST COMPANY

06-1271230

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

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

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

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)

HARTFORD RETIREMENT SERVICES, LLC

26-1589907

(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 37 38 49 50 59 60 62 63 64 65 72 99	N/A	612	Yes [X] No [ ]	Yes [X] No [ ]	0	Yes [X] No [ ]

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

RELIANCE TRUST COMPANY

58-1428634

(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?
19 25 99	N/A	0	Yes [X] No [ ]	Yes [ ] No [X]	1253	Yes [ ] No [X]

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

GPC SECURITIES, INC.

58-1517899

(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 64 65	N/A	0	Yes [X] No [ ]	Yes [ ] No [X]	7763	Yes [ ] No [ ]

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)

MORNINGSTAR ASSOCIATES, LLC

36-4317381

(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?
49	N/A	0	Yes [X] No [ ]	Yes [ ] No [X]	44	Yes [ ] No [X]

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

UBS FINANCIAL SERVICES, INC.

13-2638166

(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?
55	N/A	0	Yes [X] No [ ]	Yes [ ] No [X]	51555	Yes [ ] No [X]

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

MESIROW FINANCIAL INV MGT, INC

36-3429599

(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?
27 49	N/A	0	Yes [X] No [ ]	Yes [ ] No [X]	25	Yes [ ] No [X]

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
HARTFORD RETIREMENT SERVICE, LLC	52 59 60 63 62	0

(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.
SEE FEE AND COMPENSATION REPORT 26-1589907	SEE FEE AND COMPENSATION DISCLOSURE ATTACHMENT

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
RELIANCE TRUST COMPANY	19 99 25 64	1253

(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.
HARTFORD RETIREMENT SERVICES, LLC 26-1589907	SEE FEE AND COMPENSATION DISCLOSURE ATTACHMENT

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
GPC SECURITIES, INC.	15 64 65	7763

(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.
HARTFORD RETIREMENT SERVICES, LLC 26-1589907	SEE FEE AND COMPENSATION DISCLOSURE ATTACHMENT

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
UBS FINANCIAL SERVICES	55	51555

(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.
HARTFORD SECURITIES DISTRIBUTION CO 06-1408044	SEE FEE AND COMPENSATION DISCLOSURE ATTACHMENT

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
MORNINGSTAR ASSOCIATES, LLC	49	44

(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.
HARTFORD LIFE INSURANCE COMPANY 06-0974148	SEE FEE AND COMPENSATION DISCLOSURE ATTACHMENT

(a) Enter service provider name as it appears on line 2	**(b)** Service Codes (see instructions)	**(c)** Enter amount of indirect compensation
MESIROW FIINANCIAL INV MGT, INC.	27 49	25

(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.
HARTFORD LIFE INSURANCE COMPANY 06-0974148	SEE FEE AND COMPENSATION DISCLOSURE ATTACHMENT

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

(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

(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 D (Form 5500)

Department of the Treasury
Internal Revenue Service

Department of Labor
Employee Benefits Security Administration

DFE/Participating Plan 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

2011

This Form is Open to Public Inspection.

For calendar plan year 2011 or fiscal plan year beginning 01/01/2011 and ending 12/31/2011

A Name of plan
VCC 401(K) AND PROFIT SHARING PLAN

B Three-digit plan number (PN) ▶ 001

C Plan or DFE sponsor's name as shown on line 2a of Form 5500
VCC

D Employer Identification Number (EIN)
71-0644259

Part I **Information on interests in MTIAs, CCTs, PSAs, and 103-12 IEs (to be completed by plans and DFEs)**
(Complete as many entries as needed to report all interests in DFEs)

a Name of MTIA, CCT, PSA, or 103-12 IE: SEI FIXED FUND

b Name of sponsor of entity listed in (a): SEI TRUST COMPANY

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103 12 IE at end of year (see instructions)
23-2852249-002	C	1391474

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103 12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103- 12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103- 12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103- 12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103- 12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

a Name of MTIA, CCT, PSA, or 103-12 IE:

b Name of sponsor of entity listed in (a):

c EIN-PN	**d** Entity code	**e** Dollar value of interest in MTIA, CCT, PSA, or 103-12 IE at end of year (see instructions)

Part II Information on Participating Plans (to be completed by DFEs)

(Complete as many entries as needed to report all participating plans)

a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN
a Plan name	
b Name of plan sponsor	**c** EIN-PN

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

2011

This Form is Open to Public Inspection

For calendar plan year 2011 or fiscal plan year beginning 01/01/2011 and ending 12/31/2011

A Name of plan
VCC 401(K) AND PROFIT SHARING PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
VCC

D Employer Identification Number (EIN)
71-0644259

Part I Asset and Liability Statement

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)		
(2) Participant contributions	1b(2)		
(3) Other	1b(3)		
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)	846615	852549
(9) Value of interest in common/collective trusts	1c(9)	2550811	1391474
(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)	23008619	22425014
(14) Value of funds held in insurance company general account (unallocated contracts)	1c(14)		
(15) Other	1c(15)		

		(a) Beginning of Year	(b) End of Year
1d Employer-related investments:			
(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	26406045	24669037
Liabilities			
g Benefit claims payable	1g		
h Operating payables	1h		
i Acquisition indebtedness	1i		
j Other liabilities	1j		
k Total liabilities (add all amounts in lines 1g through1j)	1k	0	0
Net Assets			
l Net assets (subtract line 1k from line 1f)	1l	26406045	24669037

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)		
(B) Participants	2a(1)(B)	994343	
(C) Others (including rollovers)	2a(1)(C)	75309	
(2) Noncash contributions	2a(2)		
(3) Total contributions. Add lines **2a(1)(A), (B), (C),** and line **2a(2)**	2a(3)		1069652
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)	42603	
(E) Participant loans	2b(1)(E)		
(F) Other	2b(1)(F)		
(G) Total interest. Add lines **2b(1)(A)** through **(F)**	2b(1)(G)		42603
(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)	553076	
(D) Total dividends. Add lines **2b(2)(A)**, **(B)**, and **(C)**	2b(2)(D)		553076
(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)		9458
(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)		-1173338
c Other income	2c		
d Total income. Add all **income** amounts in column (b) and enter total	2d		501451
Expenses			
e Benefit payment and payments to provide benefits:			
(1) Directly to participants or beneficiaries, including direct rollovers	2e(1)	2224530	
(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)		2224530
f Corrective distributions (see instructions)	2f		
g Certain deemed distributions of participant loans (see instructions)	2g		5317
h Interest expense	2h		
i Administrative expenses: (1) Professional fees	2i(1)		
(2) Contract administrator fees	2i(2)	8612	
(3) Investment advisory and management fees	2i(3)		
(4) Other	2i(4)		
(5) Total administrative expenses. Add lines 2i(1) through (4)	2i(5)		8612
j Total expenses. Add all **expense** amounts in column (b) and enter total	2j		2238459
Net Income and Reconciliation			
k Net income (loss). Subtract line 2j from line 2d	2k		-1737008
l Transfers of assets:			
(1) To this plan	2l(1)		
(2) From this plan	2l(2)		

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) [X] Disclaimer (4) [ ] Adverse

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

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

(1) Name: JPMS COX, PLLC (2) EIN: 20-1776739

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.)	4a		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.)	4b		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.)	4c		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.)	4d		X	
e	Was this plan covered by a fidelity bond?	4e	X		500000
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		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?	4g		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?	4h		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.)	4i	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.)	4j		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?	4k		X	
l	Has the plan failed to provide any benefit when due under the plan?	4l		X	
m	If this is an individual account plan, was there a blackout period? (See instructions and 29 CFR 2520.101-3.)	4m		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.	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)

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

2011

This Form is Open to Public Inspection.

For calendar plan year 2011 or fiscal plan year beginning 01/01/2011 and ending 12/31/2011

A Name of plan
VCC 401(K) AND PROFIT SHARING PLAN

B Three-digit plan number (PN) ▶ 001

C Plan sponsor's name as shown on line 2a of Form 5500
VCC

D Employer Identification Number (EIN)
71-0644259

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**

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): 06-0974148

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 of 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 (include any prior year accumulated funding deficiency not waived) **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 or other authority 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. 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):

VCC 401(K) AND PROFIT SHARING PLAN

Financial Statements as of December 31, 2011 and 2010, and for the Year Ended December 31, 2011, Supplemental Schedule as of December 31, 2011, and Independent Auditors' Report

VCC 401(K) AND PROFIT SHARING PLAN

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JPMS | Cox
ACCOUNTANTS & CONSULTANTS

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Bryan S. Jeffrey
Jim L. Phillips
Gary D. Cooper
Phillip W. Cox
Steven G. Booth
Mallory S. Taylor
Mary Ellen VanGilder

INDEPENDENT AUDITORS' REPORT

To the Participants and 401(K) and Profit Sharing Committee of VCC 401(k) and Profit Sharing Plan:

We were engaged to audit the accompanying statements of net assets available for benefits of the VCC 401(k) and Profit Sharing Plan (the "Plan") as of December 31, 2011, and the related statement of changes in net assets available for benefits for the year then ended, and the supplemental schedule of assets (held at end of year) as of December 31, 2011. These financial statements and supplemental schedule are the responsibility of the Plan's management. The financial statements of the Plan as of December 31, 2010, were audited by other auditors whose report dated July 27, 2011, did not express an opinion on the 2010 financial statements for the same reason described in the following paragraph.

As permitted by 29 CFR 2520.103-8 of the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified or provided by Reliance Trust Company, the trustee of the Plan, except for comparing this information with the related information included in the financial statements and supplemental schedule. We have been informed by the Plan Administrator that the trustee holds the Plan's assets and executes transactions. The Plan Administrator has obtained certifications from the trustee regarding the completeness and accuracy of the information summarized in Note 3 that was provided to the Plan Administrator by the trustee as of and for the year ended December 31, 2011.

Because of the significance of the information that we did not audit, we are unable to, and do not, express an opinion on the 2011 accompanying financial statements and schedule taken as a whole. The supplemental schedule is presented for the purposes of additional analysis and is not a required part of the financial statements but is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. The form and content of the information included in the 2011 financial statements and supplemental schedule, other than that derived from the information certified or provided by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

JPMS Cox, PLLC

October 10, 2012

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VCC 401(K) AND PROFIT SHARING PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2011 AND 2010

	2011	2010
ASSETS:		
Investments	$23,814,307	$25,498,662
Receivables:		
Participant contributions	–	59,620
Notes receivable from participants	852,549	846,615
Total receivables	852,549	906,235
NET ASSETS AVAILABLE FOR BENEFITS AT FAIR VALUE	24,666,856	26,404,897
Adjustment from fair value to contract value for interest in collective trust relating to fully benefit responsive investment contracts	2,181	60,768
NET ASSETS AVAILABLE FOR BENEFITS	$24,669,037	$26,465,665

See Notes to Financial Statements.

VCC 401(K) AND PROFIT SHARING PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEAR ENDED DECEMBER 31, 2011

ADDITIONS:	
Net investment income (loss):	
Net depreciation in fair value of investments	$ (1,173,573)
Interest and dividends	562,769
Net investment loss	(610,804)
Interest income on notes receivable from participants	42,603
Contributions:	
Participant	934,723
Rollover	75,309
Total contributions	1,010,032
NET ADDITIONS	441,831
DEDUCTIONS:	
Benefits paid to participants	2,229,847
Administrative expenses	8,612
TOTAL DEDUCTIONS	2,238,459
NET DECREASE IN NET ASSETS AVAILABLE FOR BENEFITS	(1,796,628)
NET ASSETS AVAILABLE FOR BENEFITS AT BEGINNING OF YEAR	26,465,665
NET ASSETS AVAILABLE FOR BENEFITS AT END OF YEAR	$24,669,037

See Notes to Financial Statements.

NOTES TO FINANCIAL STATEMENTS AS OF DECEMBER 31, 2011

1. DESCRIPTION OF THE PLAN

The following brief description of the VCC 401(k) and Profit Sharing Plan (the "Plan") is provided for general information purposes only. Participants should refer to the plan document for more complete information.

General – The Plan is a defined contribution employee benefit plan providing retirement benefits to eligible employees of the following employers (collectively, the "Employer"): VCC, VCC LLC, Professional Management Enterprises, CMS, Construction Management Services Inc., and Demo Specialties Inc. VCC Construction Corp. and Construction Management Services International LLC became participating employers effective March 1, 2011. Effective March 1, 2011, CMS changed their name to Construction Management Systems LLC.

All employees are eligible to participate in deferrals on the first day of the month following 30 days of employment provided they have attained age 20. All employees are eligible to receive a profit sharing contribution after one year of service and provided they have attained the age of 20. A Plan participant, who receives compensation, will qualify to receive an allocation of employer profit sharing contributions if they are employed on the last day of the plan year, provided they have completed 1,000 hours of service. The Employer shall allocate a profit sharing contribution for each participant who separated from employment during the Plan year if the participant terminated as a result of retirement, disability or death. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended.

Contributions – Participants may make 401(k) contributions as a percentage of their pretax annual compensation, as defined by the Plan. Employees hired after January 1, 2008, are automatically enrolled in the Plan at 3% of eligible compensation after they satisfy eligibility requirements provided they have not elected out of participating. The initial automatic deferral amount will increase by 1% of eligible compensation each year up to a maximum of 30% of compensation. Compensation is defined as all taxable wages plus voluntary salary reductions. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans. The Employer may contribute a discretionary profit sharing amount to the Plan each year. There were no discretionary profit sharing contributions during 2011. The annual contribution is limited to the maximum amount allowable under the Internal Revenue Code (the "Code") and regulations.

Participant Accounts – Each participant's account is credited with the participant's contribution, and allocations of (a) the Employer discretionary profit sharing contribution, and (b) Plan earnings, and charged with benefits paid to participants and an allocation of administrative expenses. Allocations of Plan earnings and administrative expenses are based on each participant's account balance in relation to the account balance of all participants as defined by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. Participants direct the investment of their contributions into various investment options offered by the Plan.

Vesting – Participants are immediately vested in their own contributions plus actual earnings thereon. Vesting in the portion of their profit sharing account attributable to the Employer's contributions is based on each participant's years of service. Participants become 20% vested in Employer contributions and related net investment income after completing two years of service and vest an additional 20% for each year of service thereafter, becoming 100% vested after completing six years of service. A participant will also become fully vested in their profit sharing balance upon death, disability, or retirement at age 65 or older.

Payment of Benefits – Upon termination of service, a participant may receive payment of his or her vested account balance in a lump-sum. In-service withdrawals are available from a participant's vested account provided they have reached age 59 ½ or as a hardship distribution. Upon proof to the satisfaction of the Plan administrator of an immediate and heavy financial need, amounts contributed by the participant may be withdrawn for a hardship purpose.

Forfeited Accounts – The portion of a participant's account to which they are not entitled to upon termination of participation is deemed a forfeiture. Forfeitures may be used to pay administrative expenses. Any remaining forfeitures will be used to reduce Employer contributions. During the year ended December 31, 2011, forfeitures of approximately $140,000 were allocated to participant accounts.

Notes Receivable from Participants – Participants may borrow from their own accounts at a minimum of $1,000 up to a maximum of the lessor of $50,000 or 50% of their vested account balance. Loan terms range from one to five years, unless for the purchase of a primary residence. The loans are secured by 50% of the vested balance in the participant's account and monthly automatic payroll deductions. The loans bear interest at a fixed rate equal to the preferred rate on the loan date. Participants may only have two loans outstanding at any time.

Administrative Expenses – Administrative expenses are paid by the Plan unless paid by the Employer. Participants' accounts are charged quarterly for the Plan's administrative fees with additional administrative expenses such as custodian fees paid by the Employer.

Plan Termination – Although the Employer has not expressed any intent to do so, they have the right under the Plan to discontinue contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become 100% vested in their accounts.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation – The accompanying financial statements have been prepared on the accrual basis of accounting.

Investment Valuation and Income Recognition – Investments are carried at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for further discussion of fair value measurement. Purchases and sales of securities are recorded based on the date of trade. Dividends are recorded on the ex-dividend date. Interest is recorded as earned.

Notes Receivable from Participants – Notes receivable from participants is measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent loans are treated as distributions based upon the terms of the plan documents.

Payment of Benefits – Benefits are recorded when paid.

Use of Estimates – The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Recent Accounting Pronouncements – In January 2010, the Financial Accounting Standards Board ("FASB") issued Accounting Standards Update ("ASU") 2010-06, *Improving Disclosures about Fair Value Measurements,* which requires new disclosures and reasons for transfers of financial assets and liabilities between levels 1 and 2. It further clarifies that the reconciliation of Level 3 measurements should separately present purchases, sales, issuances, and settlements instead of netting these changes. The guidance related to Level 3 measurements is effective for periods beginning on or after December 15, 2010. See Note 4 for impact of adoption by the Plan. All other ASU 2010-06 guidance was adopted in 2010.

In May 2011, the FASB issued ASU 2011-04, *Amendments to Achieve Common Fair Value Measurements and Disclosure Requirements in U.S. GAAP and International Financial Reporting Standards ("IFRSs").* ASU 2011-04 amended Accounting Standards Codification ("ASC") 820, *Fair Value Measurements and Disclosures* to converge the fair value measurement guidance in GAAP and IFRSs. Some of the amendments clarify the application of existing fair value measurement requirements, while other amendments change a particular principle in ASC 820. In addition, ASU 2011-04 requires additional fair value disclosures. These amendments are to be applied

prospectively and are effective for annual periods beginning after December 15, 2011. Plan management is currently evaluating the effect that provisions of ASU 2011-04 will have on the Plan's financial statements.

Accounting for Uncertainty in Income Taxes – Plan management evaluated the Plan's tax positions and concluded that the Plan had maintained its tax exempt status and had taken no uncertain tax positions that require adjustment to the financial statements. Therefore, no provision or liability for income taxes has been included in the financial statements. With few exceptions, the Plan is no longer subject to income tax examinations by the United States federal, state or local tax authorities for years before 2008.

Reclassifications – Certain accounts included in the 2010 financial statements have been reclassified to conform to the current year presentation.

Subsequent Events – Plan management has evaluated events that occurred after December 31, 2011, but prior to October 10, 2012, the date the financial statements were issued. Plan management did not identify any events or transaction during this period of time that required recognition or disclosure in the financial statements for the period ended December 31, 2011.

3. INFORMATION CERTIFIED BY THE TRUSTEE

Reliance Trust Company (the "Trustee") holds the Plan's assets and executes all transactions. Hartford Retirement Services serves as the third party administrator (the "TPA"). All investment information disclosed in the accompanying financial statements, notes, and schedule, including investments held at December 31, 2011 and 2010, and net depreciation in fair value of investments, interest on notes receivable from participants, and interest and dividend income for the year ended December 31, 2011, was obtained or derived from information supplied to the Plan Administrator and certified as complete and accurate by the Trustee.

Single investments representing more than 5% of the Plan's net assets, at fair value, as of December 31, 2011 and 2010, are as follows:

	2011	2010
American Funds Europacific Growth Fund	$2,555,744	$2,694,566
American Funds Growth Fund	*	4,190,304
MFS Bond Fund	1,531,193	2,236,381
SEI Trust Company Fixed Fund	1,389,293	2,490,043
MFS Research International Fund	2,672,188	2,810,471
Perkins Mid Cap Value Fund	*	1,351,070
MFS Value Fund	4,303,534	4,406,170
Franklin Growth Fund	4,070,083	*
MFS Total Return Fund	1,286,836	*

* Investment did not represent more than 5% of the Plan's net assets available for benefits for the respective plan year.

During 2011, the Plan's investments in shares of registered investment companies (including investments purchased, sold, as well as held during the year) depreciated in value by $1,173,573.

4. FAIR VALUE OF FINANCIAL INSTRUMENTS

FASB ASC 820, *Fair Value Measurements and Disclosures*, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

The three levels of the fair value hierarchy under ASC 820 are described below.

Level 1 — Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 — Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 — Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level with the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2011 and 2010.

Shares of registered investment companies: Valued based on published market prices which represent the net asset value ("NAV") of shares held by the Plan at year-end.

Common/collective trust funds: Valued at NAV based on information reported by the common/collective trust's investment advisor using the audited financial statements of the common/collective trust at year-end.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date. The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2011:

	Level 1	Level 2	Level 3	Total
Shares of registered investment companies:				
Small value fund	$ 836,546	$ –	$ –	$ 836,546
Mid value fund	1,162,863	–	–	1,162,863
Large value funds	5,590,370	–	–	5,590,370
Small growth fund	818,742	–	–	818,742
Mid growth fund	1,021,476	–	–	1,021,476
Large growth funds	6,625,827	–	–	6,625,827
Large blend funds	4,101,537	–	–	4,101,537
Intermediate-term bond fund	1,531,193	–	–	1,531,193
World bond fund	736,460	–	–	736,460
Common/collective trust funds:				
Stable value fund (a)	–	1,389,293	–	1,389,293
Total	$22,425,014	$1,389,293	$ –	$23,814,307

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2010:

	Level 1	Level 2	Level 3	Total
Shares of registered investment companies:				
Small value fund	$ 834,869	$ –	$ –	$ 834,869
Mid value fund	1,351,070	–	–	1,351,070
Large value funds	5,721,559	–	–	5,721,559
Small growth fund	849,129	–	–	849,129
Mid growth fund	1,034,731	–	–	1,034,731
Large growth funds	6,884,870	–	–	6,884,870
Large blend funds	4,096,010	–	–	4,096,010
Intermediate-term bond fund	2,236,381	–	–	2,236,381
Common/collective trust funds:				
Stable value fund (a)	–	2,490,043	–	2,490,043
Total	$23,008,619	$2,490,043	$ –	$25,498,662

(a) Investments in this category may be redeemed immediately at the current net asset value per share based on the fair value of the underlying assets. There were no unfunded commitments. Redemptions require a twelve month notice period.

This fund seeks maximum total return through both current income and price appreciation, consistent with the preservation of capital and prudent risk taking. It primarily invests in a variety of investment contracts such as guaranteed investment contracts issued by insurance companies and other financial institutions and other investment products with similar characteristics.

To assess the appropriate classification of investments within the fair value of hierarchy, the availability of market data is monitored. Changes in economic conditions or valuation techniques may require the transfer of investments from one fair value level to another. In such instance the transfer is reported at the beginning of the reporting period.

The significance of transfers between levels is evaluated based upon the nature of the investment and the size of the transfer relative to total net assets available for benefits. For the year ended December 31, 2011, there were no significant transfers in or out of Level 1, 2 or 3.

5. PARTIES-IN-INTEREST

Hartford Financial Services, the parent company of the TPA, serves as the marketing agent for the SEI Trust Company Fixed Fund. Transactions in these funds are considered to be conducted with a party-in-interest. The Plan also holds notes receivable from participants. As a result, these assets and all transactions relating to these assets were with parties-in-interest. These transactions are exempt from being prohibited transactions by ERISA.

6. TAX STATUS

The underlying non-standardized prototype plan has received an opinion letter from the Internal Revenue Service ("IRS") dated March 31, 2008, stating that the form of the Plan is qualified under Section 401(a) of the Code and, therefore, the related trust is exempt from taxation. In accordance with Revenue Procedure 2011-6, the Employer has determined that it is eligible to, and has chosen to, rely on the current IRS prototype plan opinion letter. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. The Employer believes the Plan is designed and is currently being operated in compliance with the applicable requirements of the Code.

7. RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such

changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

8. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500 as of December 31:

	2011	2010
Net assets available for benefits per the financial statements	$24,669,037	$26,465,665
Less: employee contribution receivable	–	(59,620)
Net assets available per the Form 5500	$24,669,037	$26,406,045

The following is a reconciliation of net investment loss per the financial statements to the Form 5500 for the year ended December 31, 2011:

Net investment loss per the financial statements	$ (610,804)
Add: interest income on notes receivable from participants	42,603
Net investment loss per the Form 5500	$ (568,201)

The following is a reconciliation of total contributions per the financial statements to the Form 5500 for the year ended December 31, 2011:

Total contributions per the financial statements	$ 1,010,032
Add: employee contribution receivable as of December 31, 2010	59,620
Total contributions per the Form 5500	$ 1,069,652

SUPPLEMENTAL SCHEDULE

VCC 401(K) AND PROFIT SHARING PLAN

SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR) AS OF DECEMBER 31, 2011

Employer Identification Number: 71-0644259
Plan Number: 001

(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) Current Value
	Allianz Funds	Small-Cap Value Fund	$ 836,546
	American Funds	Europacific Growth Fund	2,555,744
	American Funds	2010 Target Retirement Fund	121,067
	American Funds	2015 Target Retirement Fund	51,397
	American Funds	2020 Target Retirement Fund	295,329
	American Funds	2025 Target Retirement Fund	128,221
	American Funds	2030 Target Retirement Fund	251,895
	American Funds	2035 Target Retirement Fund	337,256
	American Funds	2040 Target Retirement Fund	5,825
	American Funds	2045 Target Retirement Fund	186,238
	American Funds	2050 Target Retirement Fund	52,121
	Invesco Funds	Small-Cap Growth Fund	818,742
	Franklin Templeton Investment Funds	Growth Fund	4,070,083
*	MFS Funds	Bond Fund	1,531,193
*	SEI Trust Company	Fixed Fund	1,389,293
*	MFS Funds	Research International Fund	2,672,188
*	MFS Funds	Total Return Fund	1,286,836
*	MFS Funds	Value Fund	4,303,534
	Munder Funds	Mid-Cap Core Growth Fund	1,021,476
	Janus Funds	Perkins Mid Cap Value Fund	1,162,863
	Franklin Templeton Investment Funds	Templeton Global Bond Fund	736,460
*	Participants	Notes receivable with interest rates of 4.25% to 9.25% with maturity dates through April 2037	852,549
			$24,666,856

Column (d) is not applicable for participant-directed investments.

* Represents a party-in-interest to the Plan.

See Accompanying Independent Auditors' Report.

Fee and Compensation Disclosure Report

This document is intended to assist a plan administrator ("you") in completing the Form 5500 Schedule C[1] by identifying different types of compensation paid with respect to the Hartford product utilized by your plan.

As permitted under the Schedule C rules, compensation is disclosed in the attached report as an actual dollar amount, an estimate or a formula or rate.

- Where an actual dollar amount of compensation is disclosed, no further notation regarding compensation calculations is generally provided.
- Where an estimate of the compensation amount is disclosed, we have used a reasonable method to arrive at the estimate and we have described the method used to arrive at the estimated amount.
- Where a formula or rate is provided to report compensation, we have used a reasonable method to arrive at the estimate and we have described the method used to arrive at the estimated amount. This formula or rate may be disclosed to describe the compensation to which it applies under the Schedule C rules. Alternatively, for purposes of Schedule C disclosure or in connection with your fiduciary review of the compensation paid with respect to the services, products and investment options utilized by the plan, you may calculate and disclose an actual or estimated dollar amount by multiplying the rate by the total assets to which it applies.

Please note that, unless otherwise indicated in the descriptions contained in this report, direct compensation is presented on a plan year basis 01/01/2011 - 12/31/2011 and indirect compensation is presented on a calendar year basis ending 12/31/2011.

This report includes compensation actually paid to or by the Hartford within the indicated plan year as part of your Hartford product. *(Note: If the plan year period or plan year end indicated in this Schedule C reporting package is incorrect, please notify your Hartford customer service representative immediately).* This report does not include amounts deducted from plan assets and paid to third parties (other than Hartford). In addition, the report does not include compensation related to investments held by the plan that are not serviced on our recordkeeping system. You should contact your other service providers for reportable compensation information. You may also receive information on the compensation reported here from other service providers as is described below.

Please note that we have provided suggested service codes with respect to services provided through our Hartford product. Please review all Schedule C and other Form 5500 materials with your experienced benefits counsel and other professionals to determine the most appropriate codes for your plan. In addition, please note that because plans with fewer than 100 participants (as of the beginning of the plan year) are generally not required to file Schedule C, you should refer to the instructions provided by the IRS for Schedule C and/or review the applicability of Schedule C to your plan with your experienced tax/benefits counsel, to determine whether it is necessary for the plan to report the information contemplated by this report.

Please contact your Hartford Service Team should you require additional information regarding the compensation paid to or by Hartford with respect to your plan.

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Information provided in this document and related materials we provide are not intended to be and shall not be deemed tax advice, tax form preparation services, legal advice, advice to plans regarding compliance with ERISA reporting compliance, or accounting or other professional services. As described above, the information contained in this report may not cover all of the compensation received by the plan's service providers. We strongly encourage you to review all Schedule C and other Form 5500 materials with experienced benefits counsel and other professionals.

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[1] Please refer to the Schedule C of the Form 5500 and its instructions (available at: http://www.dol.gov/ebsa/5500main.html), and please confer with experienced benefits counsel and other professionals, to determine the applicability of Schedule C to your plan.

FORM 5500 SCHEDULE C REPORT
SCHEDULE C, LINE 2(h) AND LINE 3(e) FORMULA DESCRIPTION

VCC 401K PLAN (660500241)
EIN #: 71-0644259

Please note that, unless otherwise indicated in the descriptions contained in this report, direct compensation is presented on a plan year basis 01/01/2011 - 12/31/2011 and indirect compensation is presented on a calendar year basis ending 12/31/2011.

For use with lines 2(h), 3(c), 3(d), 3(e)

Total Direct Compensation Paid **$8,561.52**

The total amount identified above reflects all fees deducted from plan assets at the plan administrator's direction for the plan year. Service providers which have received portions of these direct fees are listed below, along with the amount of fees they received. Please note that if there is a discrepancy between the total direct fees reported above and the sum of the direct fees reported below, you should contact your other service providers or your plan records to identify the recipient(s) of the fees and any other information relevant to your Schedule C filing.

Recipient: Hartford Retirement Services, LLC EIN: 26-1589907

Service Codes: 15, 37, 38, 49, 59, 60, 62, 63, 64, 65, 72, 99, 50 (if direct compensation amount reflected below)

Direct Compensation **$8,561.52**

The total amount identified above reflects fees deducted from plan assets at the plan administrator's direction for the 2011 plan year for the above named recipient. Please review other service providers, below, to determine whether direct fees were also paid to them. Also, please review your records to determine whether other service providers may have received any compensation not reported below (e.g., a reimbursement paid to any plan fiduciary, your employee benefits counsel, or a plan auditor).

Note: Due to system accounting protocols (including 'cash basis' accounting), amounts reported as Direct Compensation and amounts reported as paid to Hartford Retirement Services, LLC are the net result of aggregating direct compensation after the effects of adjustments processed in 2011, some of which may have pertained to prior years.

Please review the detailed breakdown at the end of the report for further information.

Indirect Compensation

Float compensation Payor: Reliance Trust Company EIN: 58-1428634 **$23.15**

This is an estimate based on the average annual rate of float compensation (0.0712% for 2011) earned on certain processing bank accounts for the 2011 calendar year multiplied by an estimate of the assets related to uncashed checks*. This estimate does not include float earned for any other reason (e.g., if amounts remitted to The Hartford cannot be immediately invested because they are not in good order). Please review or request a copy of the current float disclosure for more information about the other circumstances in which float is earned.

* A complete listing of distribution checks that remain outstanding is available on the Retirement Plan Access web site under the Standard Reports section (Report R03998-Outstanding Distribution Checks). Uncashed check assets will continue to remain in a float-earning bank account until such time direction is received from the Plan Sponsor. The Plan Sponsor should consult with their tax advisor or benefits counsel to determine if assets attributable to uncashed checks should be included on the Form 5500 filing.

Non Monetary Compensation

Please note that items of nonmonetary compensation need to be reported for Schedule A or C (Form 5500) purposes if they exceed certain *de minimus* amounts. Transactions generating nonmonetary compensation may include gifts, gratuities, or certain types of in-kind benefits. Hartford's Code of Ethics and Business Conduct generally restricts Hartford employees from giving to or receiving gifts from customers and/or business partners having a value of over $100, in any individual situation, without prior approval. However, it is possible that one or more of your service providers for the calendar year, including Hartford, engaged in transactions generating nonmonetary compensation. Information concerning reportable transactions undertaken between or among non-Hartford parties may not be available to The Hartford.

Please consult with your legal or tax advisors if you have any questions.

Compensation paid with respect to Funds

Investment Option Name	*EIN*	*Rate of Fees and Payments Received By Hartford with Respect to the Fund* (rates as of 12/31/2011)*	*Total Fund Annual Operating Expenses (Fund Expense Ratio) (as of 12/31/2011)*
ALLIANZ NFJ SMALL CAP VALUE-A	33-0457728	0.50% x assets	1.18%
AMERICAN FUNDS 2010 TDATE-R4	95-1411037	0.35% x assets	0.48%
AMERICAN FUNDS 2015 TDATE-R4	95-1411037	0.35% x assets	0.48%
AMERICAN FUNDS 2020 TDATE-R4	95-1411037	0.35% x assets	0.47%
AMERICAN FUNDS 2025 TDATE-R4	95-1411037	0.35% x assets	0.48%
AMERICAN FUNDS 2030 TDATE-R4	95-1411037	0.35% x assets	0.48%
AMERICAN FUNDS 2035 TDATE-R4	95-1411037	0.35% x assets	0.48%
AMERICAN FUNDS 2040 TDATE-R4	95-1411037	0.35% x assets	0.48%
AMERICAN FUNDS 2045 TDATE-R4	95-1411037	0.35% x assets	0.50%
AMERICAN FUNDS 2050 TDATE-R4	95-1411037	0.35% x assets	0.50%
AMERICAN FUNDS EUROPACIFIC-A	95-1411037	0.35% x assets	0.82%
AMERICAN FUNDS GROWTH FUND-A	52-0792143	0.35% x assets	0.68%
FIXED FUND	23-2177800	0.88% x assets	0.00%
FIXED FUND-INSTITUTIONAL	23-2177800		0.00%
FRANKLIN GROWTH FUND-A	13-2573775	0.35% x assets plus $16/participant	0.92%
INVESCO SMALL CAP GROWTH FUND-A	94-2362417	0.60% x assets	1.25%
MFS BOND FUND-A	04-2535629	0.63% x assets	0.85%
MFS RESEARCH INTERNAT'L FUND-R4	04-3158862	0.25% x assets	0.95%
MFS TOTAL RETURN FUND-A	04-2468583	0.63% x assets	0.79%
MFS VALUE FUND-A	04-3158862	0.63% x assets	0.95%
MUNDER MID CAP CORE GROWTH-A	20-5982541	0.55% x assets	1.33%
PERKINS MID CAP VALUE A	84-0592523	0.45% x assets plus $16/participant	1.20%
TEMPLETON GLOBAL BOND FUND-A	59-6865210	0.35% x assets plus $16/participant	0.88%

The list includes any investment option held by the plan on at least one month end during the 2011 calendar year. To arrive at an estimate of the dollar amount that Hartford received from each fund, multiply the rate of fees received from each fund by your plan's year-end balance (or if the fund was liquidated prior to year end, the balance on the liquidation date) and, if applicable, the per participant fee by the number of participants in the fund at year end (or the liquidation date if earlier). This will be an estimate because your plan's balance and number of participants will vary over the course of the year, so the year-end balance and number of participants may be higher or lower than the daily balance. In addition, these fees are calculated on a daily basis.

* Please note that Hartford Retirement Services, LLC's affiliate, Hartford Securities Distribution Company, Inc., receives the sales compensation (12b-1 fees) portion of this amount. After compensating the plan's broker-dealer firm, if applicable, any residual amount is paid to Hartford Retirement Services, LLC.

Recipient: UBS FINANCIAL SERVICES INC EIN: 13-2638166

Service Codes:

Please contact your Service Provider for the list of applicable services performed and Service Codes.

Direct Compensation **$0.00**

Our records indicate that this recipient did not receive any Direct Compensation. Please review your records to determine whether this service provider may have received any compensation not reported.

Indirect Compensation

* **Sales commission** Payor: Hartford Securities Distribution Company, Inc. EIN: 06-1408044 **$51,555.34**

* *Sales Commissions are reported on a Plan Year basis.*

Non Monetary Compensation

Please note that items of nonmonetary compensation need to be reported for Schedule A or C (Form 5500) purposes if they exceed certain *de minimus* amounts. Transactions generating nonmonetary compensation may include gifts, gratuities, or certain types of in-kind benefits. Hartford's Code of Ethics and Business Conduct generally restricts Hartford employees from giving to or receiving gifts from customers and/or business partners having a value of over $100, in any individual situation, without prior approval. However, it is possible that one or more of your service providers for the 2011 calendar year, including Hartford, engaged in transactions generating nonmonetary compensation. Information concerning reportable transactions undertaken between or among non-Hartford parties may not be available to The Hartford.

Please consult with your legal or tax advisors if you have any questions.

Recipient: GPC Securities, Inc. EIN: 58-1517899

Service Codes: 15, 64, 65

Indirect Compensation

Transaction Processing Services Payor: Hartford Retirement Services, LLC EIN: 26-1589907 **$7,763.03**

GPC Securities, Inc. performed recordkeeping and trading functions through August 22, 2011. These activities were transferred to Hartford Securities Distribution Company, Inc. ("HSD") on August 23, 2011. HSD is a broker-dealer registered with the Securities and Exchange Commission which executes, clears and settles the Plan's purchase, exchange and redemption of shares or units in the funds on an agency basis. It is a wholly-owned affiliate of Hartford Retirement Services, LLC. More information is available in the Fund Fee Disclosure Notice for Retirement Plan Fiduciaries which accompanies the HSD Securities Account Agreement.

This is an estimate based on multiplying actual 2011 month end assets by 0.045%/12 for months January through August and then summing the results.

Recipient: Morningstar Associates, LLC EIN: 36-4317381

Service Code: 49

Indirect Compensation

"Managed by You" services fee Payor: Hartford Life Insurance Company EIN: 06-0974148 **$43.60**

This is an estimate determined by dividing a flat annual fee paid to Morningstar by the number of plans to whom this feature is made available.

Recipient: Reliance Trust Company EIN: 58-1428634

Indirect Compensation

Custodial/Trust service fee **$1,253.11**
Service Codes: 19, 25, 99

Payors: Hartford Life Insurance Company EIN: 06-0974148
Hartford Retirement Services, LLC EIN: 26-1589907

This is an estimate based on multiplying actual 2011 month end assets by 0.005%/12 and then summing the results.

Recipient: Mesirow Financial Investment Management, Inc. EIN: 36-3429599

Indirect Compensation

Annual platform package fee ("Model My Goals") **$25.42**
Service code: 49

Payor: Hartford Life Insurance Company EIN: 06-0974148

This is an estimate based on the annual platform package fee paid to Mesirow divided by the number of plans using this feature.

Direct Revenue Detail

Recipient: ***Hartford Retirement Services, LLC***

Fee Description	**Dollar Amount**
Holding Account: Hartford Fee	$687.50
Loan Set-up Fee	$1,700.00
One-Time Distribution Fee	$1,640.00
Loan Administration Fee	$4,534.02
Total Direct Revenue:	**$8,561.52**
Grand Total Direct Fees:	**$8,561.52**

VCC 401(K) AND PROFIT SHARING PLAN

Financial Statements as of December 31, 2011 and 2010, and for the Year Ended December 31, 2011, Supplemental Schedule as of December 31, 2011, and Independent Auditors' Report

VCC 401(K) AND PROFIT SHARING PLAN

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JPMS | Cox
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Steven G. Booth
Mallory S. Taylor
Mary Ellen VanGilder

INDEPENDENT AUDITORS' REPORT

To the Participants and 401(K) and Profit Sharing Committee of VCC 401(k) and Profit Sharing Plan:

We were engaged to audit the accompanying statements of net assets available for benefits of the VCC 401(k) and Profit Sharing Plan (the "Plan") as of December 31, 2011, and the related statement of changes in net assets available for benefits for the year then ended, and the supplemental schedule of assets (held at end of year) as of December 31, 2011. These financial statements and supplemental schedule are the responsibility of the Plan's management. The financial statements of the Plan as of December 31, 2010, were audited by other auditors whose report dated July 27, 2011, did not express an opinion on the 2010 financial statements for the same reason described in the following paragraph.

As permitted by 29 CFR 2520.103-8 of the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified or provided by Reliance Trust Company, the trustee of the Plan, except for comparing this information with the related information included in the financial statements and supplemental schedule. We have been informed by the Plan Administrator that the trustee holds the Plan's assets and executes transactions. The Plan Administrator has obtained certifications from the trustee regarding the completeness and accuracy of the information summarized in Note 3 that was provided to the Plan Administrator by the trustee as of and for the year ended December 31, 2011.

Because of the significance of the information that we did not audit, we are unable to, and do not, express an opinion on the 2011 accompanying financial statements and schedule taken as a whole. The supplemental schedule is presented for the purposes of additional analysis and is not a required part of the financial statements but is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. The form and content of the information included in the 2011 financial statements and supplemental schedule, other than that derived from the information certified or provided by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

JPMS Cox, PLLC

October 10, 2012

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VCC 401(K) AND PROFIT SHARING PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
DECEMBER 31, 2011 AND 2010

	2011	2010
ASSETS:		
Investments	$23,814,307	$25,498,662
Receivables:		
Participant contributions	–	59,620
Notes receivable from participants	852,549	846,615
Total receivables	852,549	906,235
NET ASSETS AVAILABLE FOR BENEFITS AT FAIR VALUE	24,666,856	26,404,897
Adjustment from fair value to contract value for interest in collective trust relating to fully benefit responsive investment contracts	2,181	60,768
NET ASSETS AVAILABLE FOR BENEFITS	$24,669,037	$26,465,665

See Notes to Financial Statements.

VCC 401(K) AND PROFIT SHARING PLAN

STATEMENT OF CHANGES IN NET ASSETS AVAILABLE FOR BENEFITS
FOR THE YEAR ENDED DECEMBER 31, 2011

ADDITIONS:	
Net investment income (loss):	
Net depreciation in fair value of investments	$ (1,173,573)
Interest and dividends	562,769
Net investment loss	(610,804)
Interest income on notes receivable from participants	42,603
Contributions:	
Participant	934,723
Rollover	75,309
Total contributions	1,010,032
NET ADDITIONS	441,831
DEDUCTIONS:	
Benefits paid to participants	2,229,847
Administrative expenses	8,612
TOTAL DEDUCTIONS	2,238,459
NET DECREASE IN NET ASSETS AVAILABLE FOR BENEFITS	(1,796,628)
NET ASSETS AVAILABLE FOR BENEFITS AT BEGINNING OF YEAR	26,465,665
NET ASSETS AVAILABLE FOR BENEFITS AT END OF YEAR	$24,669,037

See Notes to Financial Statements.

NOTES TO FINANCIAL STATEMENTS AS OF DECEMBER 31, 2011

1. DESCRIPTION OF THE PLAN

The following brief description of the VCC 401(k) and Profit Sharing Plan (the "Plan") is provided for general information purposes only. Participants should refer to the plan document for more complete information.

General – The Plan is a defined contribution employee benefit plan providing retirement benefits to eligible employees of the following employers (collectively, the "Employer"): VCC, VCC LLC, Professional Management Enterprises, CMS, Construction Management Services Inc., and Demo Specialties Inc. VCC Construction Corp. and Construction Management Services International LLC became participating employers effective March 1, 2011. Effective March 1, 2011, CMS changed their name to Construction Management Systems LLC.

All employees are eligible to participate in deferrals on the first day of the month following 30 days of employment provided they have attained age 20. All employees are eligible to receive a profit sharing contribution after one year of service and provided they have attained the age of 20. A Plan participant, who receives compensation, will qualify to receive an allocation of employer profit sharing contributions if they are employed on the last day of the plan year, provided they have completed 1,000 hours of service. The Employer shall allocate a profit sharing contribution for each participant who separated from employment during the Plan year if the participant terminated as a result of retirement, disability or death. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA"), as amended.

Contributions – Participants may make 401(k) contributions as a percentage of their pretax annual compensation, as defined by the Plan. Employees hired after January 1, 2008, are automatically enrolled in the Plan at 3% of eligible compensation after they satisfy eligibility requirements provided they have not elected out of participating. The initial automatic deferral amount will increase by 1% of eligible compensation each year up to a maximum of 30% of compensation. Compensation is defined as all taxable wages plus voluntary salary reductions. Participants may also contribute amounts representing distributions from other qualified defined benefit or contribution plans. The Employer may contribute a discretionary profit sharing amount to the Plan each year. There were no discretionary profit sharing contributions during 2011. The annual contribution is limited to the maximum amount allowable under the Internal Revenue Code (the "Code") and regulations.

Participant Accounts – Each participant's account is credited with the participant's contribution, and allocations of (a) the Employer discretionary profit sharing contribution, and (b) Plan earnings, and charged with benefits paid to participants and an allocation of administrative expenses. Allocations of Plan earnings and administrative expenses are based on each participant's account balance in relation to the account balance of all participants as defined by the Plan. The benefit to which a participant is entitled is the benefit that can be provided from the participant's vested account. Participants direct the investment of their contributions into various investment options offered by the Plan.

Vesting – Participants are immediately vested in their own contributions plus actual earnings thereon. Vesting in the portion of their profit sharing account attributable to the Employer's contributions is based on each participant's years of service. Participants become 20% vested in Employer contributions and related net investment income after completing two years of service and vest an additional 20% for each year of service thereafter, becoming 100% vested after completing six years of service. A participant will also become fully vested in their profit sharing balance upon death, disability, or retirement at age 65 or older.

Payment of Benefits – Upon termination of service, a participant may receive payment of his or her vested account balance in a lump-sum. In-service withdrawals are available from a participant's vested account provided they have reached age 59 ½ or as a hardship distribution. Upon proof to the satisfaction of the Plan administrator of an immediate and heavy financial need, amounts contributed by the participant may be withdrawn for a hardship purpose.

Forfeited Accounts – The portion of a participant's account to which they are not entitled to upon termination of participation is deemed a forfeiture. Forfeitures may be used to pay administrative expenses. Any remaining forfeitures will be used to reduce Employer contributions. During the year ended December 31, 2011, forfeitures of approximately $140,000 were allocated to participant accounts.

Notes Receivable from Participants – Participants may borrow from their own accounts at a minimum of $1,000 up to a maximum of the lessor of $50,000 or 50% of their vested account balance. Loan terms range from one to five years, unless for the purchase of a primary residence. The loans are secured by 50% of the vested balance in the participant's account and monthly automatic payroll deductions. The loans bear interest at a fixed rate equal to the preferred rate on the loan date. Participants may only have two loans outstanding at any time.

Administrative Expenses – Administrative expenses are paid by the Plan unless paid by the Employer. Participants' accounts are charged quarterly for the Plan's administrative fees with additional administrative expenses such as custodian fees paid by the Employer.

Plan Termination – Although the Employer has not expressed any intent to do so, they have the right under the Plan to discontinue contributions at any time and to terminate the Plan subject to the provisions of ERISA. In the event of Plan termination, participants would become 100% vested in their accounts.

2. SUMMARY OF SIGNIFICANT ACCOUNTING POLICIES

Basis of Presentation – The accompanying financial statements have been prepared on the accrual basis of accounting.

Investment Valuation and Income Recognition – Investments are carried at fair value. Fair value is the price that would be received to sell an asset or paid to transfer a liability in an orderly transaction between market participants at the measurement date. See Note 4 for further discussion of fair value measurement. Purchases and sales of securities are recorded based on the date of trade. Dividends are recorded on the ex-dividend date. Interest is recorded as earned.

Notes Receivable from Participants – Notes receivable from participants is measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent loans are treated as distributions based upon the terms of the plan documents.

Payment of Benefits – Benefits are recorded when paid.

Use of Estimates – The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Recent Accounting Pronouncements – In January 2010, the Financial Accounting Standards Board ("FASB") issued Accounting Standards Update ("ASU") 2010-06, *Improving Disclosures about Fair Value Measurements,* which requires new disclosures and reasons for transfers of financial assets and liabilities between levels 1 and 2. It further clarifies that the reconciliation of Level 3 measurements should separately present purchases, sales, issuances, and settlements instead of netting these changes. The guidance related to Level 3 measurements is effective for periods beginning on or after December 15, 2010. See Note 4 for impact of adoption by the Plan. All other ASU 2010-06 guidance was adopted in 2010.

In May 2011, the FASB issued ASU 2011-04, *Amendments to Achieve Common Fair Value Measurements and Disclosure Requirements in U.S. GAAP and International Financial Reporting Standards ("IFRSs").* ASU 2011-04 amended Accounting Standards Codification ("ASC") 820, *Fair Value Measurements and Disclosures* to converge the fair value measurement guidance in GAAP and IFRSs. Some of the amendments clarify the application of existing fair value measurement requirements, while other amendments change a particular principle in ASC 820. In addition, ASU 2011-04 requires additional fair value disclosures. These amendments are to be applied

prospectively and are effective for annual periods beginning after December 15, 2011. Plan management is currently evaluating the effect that provisions of ASU 2011-04 will have on the Plan's financial statements.

Accounting for Uncertainty in Income Taxes – Plan management evaluated the Plan's tax positions and concluded that the Plan had maintained its tax exempt status and had taken no uncertain tax positions that require adjustment to the financial statements. Therefore, no provision or liability for income taxes has been included in the financial statements. With few exceptions, the Plan is no longer subject to income tax examinations by the United States federal, state or local tax authorities for years before 2008.

Reclassifications – Certain accounts included in the 2010 financial statements have been reclassified to conform to the current year presentation.

Subsequent Events – Plan management has evaluated events that occurred after December 31, 2011, but prior to October 10, 2012, the date the financial statements were issued. Plan management did not identify any events or transaction during this period of time that required recognition or disclosure in the financial statements for the period ended December 31, 2011.

3. INFORMATION CERTIFIED BY THE TRUSTEE

Reliance Trust Company (the "Trustee") holds the Plan's assets and executes all transactions. Hartford Retirement Services serves as the third party administrator (the "TPA"). All investment information disclosed in the accompanying financial statements, notes, and schedule, including investments held at December 31, 2011 and 2010, and net depreciation in fair value of investments, interest on notes receivable from participants, and interest and dividend income for the year ended December 31, 2011, was obtained or derived from information supplied to the Plan Administrator and certified as complete and accurate by the Trustee.

Single investments representing more than 5% of the Plan's net assets, at fair value, as of December 31, 2011 and 2010, are as follows:

	2011	2010
American Funds Europacific Growth Fund	$2,555,744	$2,694,566
American Funds Growth Fund	*	4,190,304
MFS Bond Fund	1,531,193	2,236,381
SEI Trust Company Fixed Fund	1,389,293	2,490,043
MFS Research International Fund	2,672,188	2,810,471
Perkins Mid Cap Value Fund	*	1,351,070
MFS Value Fund	4,303,534	4,406,170
Franklin Growth Fund	4,070,083	*
MFS Total Return Fund	1,286,836	*

* Investment did not represent more than 5% of the Plan's net assets available for benefits for the respective plan year.

During 2011, the Plan's investments in shares of registered investment companies (including investments purchased, sold, as well as held during the year) depreciated in value by $1,173,573.

4. FAIR VALUE OF FINANCIAL INSTRUMENTS

FASB ASC 820, *Fair Value Measurements and Disclosures*, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

The three levels of the fair value hierarchy under ASC 820 are described below.

Level 1 — Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 — Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 — Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level with the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2011 and 2010.

Shares of registered investment companies: Valued based on published market prices which represent the net asset value ("NAV") of shares held by the Plan at year-end.

Common/collective trust funds: Valued at NAV based on information reported by the common/collective trust's investment advisor using the audited financial statements of the common/collective trust at year-end.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date. The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2011:

	Level 1	Level 2	Level 3	Total
Shares of registered investment companies:				
Small value fund	$ 836,546	$ –	$ –	$ 836,546
Mid value fund	1,162,863	–	–	1,162,863
Large value funds	5,590,370	–	–	5,590,370
Small growth fund	818,742	–	–	818,742
Mid growth fund	1,021,476	–	–	1,021,476
Large growth funds	6,625,827	–	–	6,625,827
Large blend funds	4,101,537	–	–	4,101,537
Intermediate-term bond fund	1,531,193	–	–	1,531,193
World bond fund	736,460	–	–	736,460
Common/collective trust funds:				
Stable value fund (a)	–	1,389,293	–	1,389,293
Total	$22,425,014	$1,389,293	$ –	$23,814,307

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2010:

	Level 1	Level 2	Level 3	Total
Shares of registered investment companies:				
Small value fund	$ 834,869	$ –	$ –	$ 834,869
Mid value fund	1,351,070	–	–	1,351,070
Large value funds	5,721,559	–	–	5,721,559
Small growth fund	849,129	–	–	849,129
Mid growth fund	1,034,731	–	–	1,034,731
Large growth funds	6,884,870	–	–	6,884,870
Large blend funds	4,096,010	–	–	4,096,010
Intermediate-term bond fund	2,236,381	–	–	2,236,381
Common/collective trust funds:				
Stable value fund (a)	–	2,490,043	–	2,490,043
Total	$23,008,619	$2,490,043	$ –	$25,498,662

(a) Investments in this category may be redeemed immediately at the current net asset value per share based on the fair value of the underlying assets. There were no unfunded commitments. Redemptions require a twelve month notice period.

This fund seeks maximum total return through both current income and price appreciation, consistent with the preservation of capital and prudent risk taking. It primarily invests in a variety of investment contracts such as guaranteed investment contracts issued by insurance companies and other financial institutions and other investment products with similar characteristics.

To assess the appropriate classification of investments within the fair value of hierarchy, the availability of market data is monitored. Changes in economic conditions or valuation techniques may require the transfer of investments from one fair value level to another. In such instance the transfer is reported at the beginning of the reporting period.

The significance of transfers between levels is evaluated based upon the nature of the investment and the size of the transfer relative to total net assets available for benefits. For the year ended December 31, 2011, there were no significant transfers in or out of Level 1, 2 or 3.

5. PARTIES-IN-INTEREST

Hartford Financial Services, the parent company of the TPA, serves as the marketing agent for the SEI Trust Company Fixed Fund. Transactions in these funds are considered to be conducted with a party-in-interest. The Plan also holds notes receivable from participants. As a result, these assets and all transactions relating to these assets were with parties-in-interest. These transactions are exempt from being prohibited transactions by ERISA.

6. TAX STATUS

The underlying non-standardized prototype plan has received an opinion letter from the Internal Revenue Service ("IRS") dated March 31, 2008, stating that the form of the Plan is qualified under Section 401(a) of the Code and, therefore, the related trust is exempt from taxation. In accordance with Revenue Procedure 2011-6, the Employer has determined that it is eligible to, and has chosen to, rely on the current IRS prototype plan opinion letter. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. The Employer believes the Plan is designed and is currently being operated in compliance with the applicable requirements of the Code.

7. RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such

changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

8. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500 as of December 31:

	2011	2010
Net assets available for benefits per the financial statements	$24,669,037	$26,465,665
Less: employee contribution receivable	–	(59,620)
Net assets available per the Form 5500	$24,669,037	$26,406,045

The following is a reconciliation of net investment loss per the financial statements to the Form 5500 for the year ended December 31, 2011:

Net investment loss per the financial statements	$ (610,804)
Add: interest income on notes receivable from participants	42,603
Net investment loss per the Form 5500	$ (568,201)

The following is a reconciliation of total contributions per the financial statements to the Form 5500 for the year ended December 31, 2011:

Total contributions per the financial statements	$ 1,010,032
Add: employee contribution receivable as of December 31, 2010	59,620
Total contributions per the Form 5500	$ 1,069,652

SUPPLEMENTAL SCHEDULE

VCC 401(K) AND PROFIT SHARING PLAN

SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR) AS OF DECEMBER 31, 2011

Employer Identification Number: 71-0644259
Plan Number: 001

(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) Current Value
	Allianz Funds	Small-Cap Value Fund	$ 836,546
	American Funds	Europacific Growth Fund	2,555,744
	American Funds	2010 Target Retirement Fund	121,067
	American Funds	2015 Target Retirement Fund	51,397
	American Funds	2020 Target Retirement Fund	295,329
	American Funds	2025 Target Retirement Fund	128,221
	American Funds	2030 Target Retirement Fund	251,895
	American Funds	2035 Target Retirement Fund	337,256
	American Funds	2040 Target Retirement Fund	5,825
	American Funds	2045 Target Retirement Fund	186,238
	American Funds	2050 Target Retirement Fund	52,121
	Invesco Funds	Small-Cap Growth Fund	818,742
	Franklin Templeton Investment Funds	Growth Fund	4,070,083
*	MFS Funds	Bond Fund	1,531,193
*	SEI Trust Company	Fixed Fund	1,389,293
*	MFS Funds	Research International Fund	2,672,188
*	MFS Funds	Total Return Fund	1,286,836
*	MFS Funds	Value Fund	4,303,534
	Munder Funds	Mid-Cap Core Growth Fund	1,021,476
	Janus Funds	Perkins Mid Cap Value Fund	1,162,863
	Franklin Templeton Investment Funds	Templeton Global Bond Fund	736,460
*	Participants	Notes receivable with interest rates of 4.25% to 9.25% with maturity dates through April 2037	852,549
			$24,666,856

Column (d) is not applicable for participant-directed investments.

* Represents a party-in-interest to the Plan.

See Accompanying Independent Auditors' Report.

VCC 401(K) AND PROFIT SHARING PLAN

Financial Statements as of December 31, 2011 and 2010, and for the Year Ended December 31, 2011, Supplemental Schedule as of December 31, 2011, and Independent Auditors' Report

VCC 401(K) AND PROFIT SHARING PLAN

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Mary Ellen VanGilder

INDEPENDENT AUDITORS' REPORT

To the Participants and 401(K) and Profit Sharing Committee of VCC 401(k) and Profit Sharing Plan:

We were engaged to audit the accompanying statements of net assets available for benefits of the VCC 401(k) and Profit Sharing Plan (the "Plan") as of December 31, 2011, and the related statement of changes in net assets available for benefits for the year then ended, and the supplemental schedule of assets (held at end of year) as of December 31, 2011. These financial statements and supplemental schedule are the responsibility of the Plan's management. The financial statements of the Plan as of December 31, 2010, were audited by other auditors whose report dated July 27, 2011, did not express an opinion on the 2010 financial statements for the same reason described in the following paragraph.

As permitted by 29 CFR 2520.103-8 of the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974, the Plan Administrator instructed us not to perform, and we did not perform, any auditing procedures with respect to the information summarized in Note 3, which was certified or provided by Reliance Trust Company, the trustee of the Plan, except for comparing this information with the related information included in the financial statements and supplemental schedule. We have been informed by the Plan Administrator that the trustee holds the Plan's assets and executes transactions. The Plan Administrator has obtained certifications from the trustee regarding the completeness and accuracy of the information summarized in Note 3 that was provided to the Plan Administrator by the trustee as of and for the year ended December 31, 2011.

Because of the significance of the information that we did not audit, we are unable to, and do not, express an opinion on the 2011 accompanying financial statements and schedule taken as a whole. The supplemental schedule is presented for the purposes of additional analysis and is not a required part of the financial statements but is required by the Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. The form and content of the information included in the 2011 financial statements and supplemental schedule, other than that derived from the information certified or provided by the trustee, have been audited by us in accordance with auditing standards generally accepted in the United States of America and, in our opinion, are presented in compliance with the United States Department of Labor's Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974.

JPMS Cox, PLLC

October 10, 2012

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VCC 401(K) AND PROFIT SHARING PLAN

STATEMENTS OF NET ASSETS AVAILABLE FOR BENEFITS
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FOR THE YEAR ENDED DECEMBER 31, 2011

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Payment of Benefits – Upon termination of service, a participant may receive payment of his or her vested account balance in a lump-sum. In-service withdrawals are available from a participant's vested account provided they have reached age 59 ½ or as a hardship distribution. Upon proof to the satisfaction of the Plan administrator of an immediate and heavy financial need, amounts contributed by the participant may be withdrawn for a hardship purpose.

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Basis of Presentation – The accompanying financial statements have been prepared on the accrual basis of accounting.

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Notes Receivable from Participants – Notes receivable from participants is measured at their unpaid principal balance plus any accrued but unpaid interest. Delinquent loans are treated as distributions based upon the terms of the plan documents.

Payment of Benefits – Benefits are recorded when paid.

Use of Estimates – The preparation of financial statements in conformity with accounting principles generally accepted in the United States of America requires management to make estimates that affect the reported amounts of assets and liabilities and changes therein, and disclosure of contingent assets and liabilities. Actual results could differ from those estimates.

Recent Accounting Pronouncements – In January 2010, the Financial Accounting Standards Board ("FASB") issued Accounting Standards Update ("ASU") 2010-06, *Improving Disclosures about Fair Value Measurements,* which requires new disclosures and reasons for transfers of financial assets and liabilities between levels 1 and 2. It further clarifies that the reconciliation of Level 3 measurements should separately present purchases, sales, issuances, and settlements instead of netting these changes. The guidance related to Level 3 measurements is effective for periods beginning on or after December 15, 2010. See Note 4 for impact of adoption by the Plan. All other ASU 2010-06 guidance was adopted in 2010.

In May 2011, the FASB issued ASU 2011-04, *Amendments to Achieve Common Fair Value Measurements and Disclosure Requirements in U.S. GAAP and International Financial Reporting Standards ("IFRSs").* ASU 2011-04 amended Accounting Standards Codification ("ASC") 820, *Fair Value Measurements and Disclosures* to converge the fair value measurement guidance in GAAP and IFRSs. Some of the amendments clarify the application of existing fair value measurement requirements, while other amendments change a particular principle in ASC 820. In addition, ASU 2011-04 requires additional fair value disclosures. These amendments are to be applied

prospectively and are effective for annual periods beginning after December 15, 2011. Plan management is currently evaluating the effect that provisions of ASU 2011-04 will have on the Plan's financial statements.

Accounting for Uncertainty in Income Taxes – Plan management evaluated the Plan's tax positions and concluded that the Plan had maintained its tax exempt status and had taken no uncertain tax positions that require adjustment to the financial statements. Therefore, no provision or liability for income taxes has been included in the financial statements. With few exceptions, the Plan is no longer subject to income tax examinations by the United States federal, state or local tax authorities for years before 2008.

Reclassifications – Certain accounts included in the 2010 financial statements have been reclassified to conform to the current year presentation.

Subsequent Events – Plan management has evaluated events that occurred after December 31, 2011, but prior to October 10, 2012, the date the financial statements were issued. Plan management did not identify any events or transaction during this period of time that required recognition or disclosure in the financial statements for the period ended December 31, 2011.

3. INFORMATION CERTIFIED BY THE TRUSTEE

Reliance Trust Company (the "Trustee") holds the Plan's assets and executes all transactions. Hartford Retirement Services serves as the third party administrator (the "TPA"). All investment information disclosed in the accompanying financial statements, notes, and schedule, including investments held at December 31, 2011 and 2010, and net depreciation in fair value of investments, interest on notes receivable from participants, and interest and dividend income for the year ended December 31, 2011, was obtained or derived from information supplied to the Plan Administrator and certified as complete and accurate by the Trustee.

Single investments representing more than 5% of the Plan's net assets, at fair value, as of December 31, 2011 and 2010, are as follows:

	2011	2010
American Funds Europacific Growth Fund	$2,555,744	$2,694,566
American Funds Growth Fund	*	4,190,304
MFS Bond Fund	1,531,193	2,236,381
SEI Trust Company Fixed Fund	1,389,293	2,490,043
MFS Research International Fund	2,672,188	2,810,471
Perkins Mid Cap Value Fund	*	1,351,070
MFS Value Fund	4,303,534	4,406,170
Franklin Growth Fund	4,070,083	*
MFS Total Return Fund	1,286,836	*

* Investment did not represent more than 5% of the Plan's net assets available for benefits for the respective plan year.

During 2011, the Plan's investments in shares of registered investment companies (including investments purchased, sold, as well as held during the year) depreciated in value by $1,173,573.

4. FAIR VALUE OF FINANCIAL INSTRUMENTS

FASB ASC 820, *Fair Value Measurements and Disclosures*, establishes a framework for measuring fair value. That framework provides a fair value hierarchy that prioritizes the inputs to valuation techniques used to measure fair value. The hierarchy gives the highest priority to unadjusted quoted prices in active markets for identical assets or liabilities (Level 1 measurements) and the lowest priority to unobservable inputs (Level 3 measurements).

The three levels of the fair value hierarchy under ASC 820 are described below.

Level 1 — Inputs to the valuation methodology are unadjusted quoted prices for identical assets or liabilities in active markets that the Plan has the ability to access.

Level 2 — Inputs to the valuation methodology include:

- Quoted prices for similar assets or liabilities in active markets;
- Quoted prices for identical or similar assets or liabilities in inactive markets;
- Inputs other than quoted prices that are observable for the asset or liability;
- Inputs that are derived principally from or corroborated by observable market data by correlation or other means.

If the asset or liability has a specified (contractual) term, the Level 2 input must be observable for substantially the full term of the asset or liability.

Level 3 — Inputs to the valuation methodology are unobservable and significant to the fair value measurement.

The asset's or liability's fair value measurement level with the fair value hierarchy is based on the lowest level of any input that is significant to the fair value measurement. Valuation techniques used need to maximize the use of observable inputs and minimize the use of unobservable inputs.

Following is a description of the valuation methodologies used for assets measured at fair value. There have been no changes in the methodologies used at December 31, 2011 and 2010.

Shares of registered investment companies: Valued based on published market prices which represent the net asset value ("NAV") of shares held by the Plan at year-end.

Common/collective trust funds: Valued at NAV based on information reported by the common/collective trust's investment advisor using the audited financial statements of the common/collective trust at year-end.

The methods described above may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, while the Plan believes its valuation methods are appropriate and consistent with other market participants, the use of different methodologies or assumptions to determine the fair value of certain financial instruments could result in a different fair value measurement at the reporting date. The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2011:

	Level 1	Level 2	Level 3	Total
Shares of registered investment companies:				
Small value fund	$ 836,546	$ –	$ –	$ 836,546
Mid value fund	1,162,863	–	–	1,162,863
Large value funds	5,590,370	–	–	5,590,370
Small growth fund	818,742	–	–	818,742
Mid growth fund	1,021,476	–	–	1,021,476
Large growth funds	6,625,827	–	–	6,625,827
Large blend funds	4,101,537	–	–	4,101,537
Intermediate-term bond fund	1,531,193	–	–	1,531,193
World bond fund	736,460	–	–	736,460
Common/collective trust funds:				
Stable value fund (a)	–	1,389,293	–	1,389,293
Total	$22,425,014	$1,389,293	$ –	$23,814,307

The following table sets forth by level, within the fair value hierarchy, the Plan's assets at fair value as of December 31, 2010:

	Level 1	Level 2	Level 3	Total
Shares of registered investment companies:				
Small value fund	$ 834,869	$ –	$ –	$ 834,869
Mid value fund	1,351,070	–	–	1,351,070
Large value funds	5,721,559	–	–	5,721,559
Small growth fund	849,129	–	–	849,129
Mid growth fund	1,034,731	–	–	1,034,731
Large growth funds	6,884,870	–	–	6,884,870
Large blend funds	4,096,010	–	–	4,096,010
Intermediate-term bond fund	2,236,381	–	–	2,236,381
Common/collective trust funds:				
Stable value fund (a)	–	2,490,043	–	2,490,043
Total	$23,008,619	$2,490,043	$ –	$25,498,662

(a) Investments in this category may be redeemed immediately at the current net asset value per share based on the fair value of the underlying assets. There were no unfunded commitments. Redemptions require a twelve month notice period.

This fund seeks maximum total return through both current income and price appreciation, consistent with the preservation of capital and prudent risk taking. It primarily invests in a variety of investment contracts such as guaranteed investment contracts issued by insurance companies and other financial institutions and other investment products with similar characteristics.

To assess the appropriate classification of investments within the fair value of hierarchy, the availability of market data is monitored. Changes in economic conditions or valuation techniques may require the transfer of investments from one fair value level to another. In such instance the transfer is reported at the beginning of the reporting period.

The significance of transfers between levels is evaluated based upon the nature of the investment and the size of the transfer relative to total net assets available for benefits. For the year ended December 31, 2011, there were no significant transfers in or out of Level 1, 2 or 3.

5. PARTIES-IN-INTEREST

Hartford Financial Services, the parent company of the TPA, serves as the marketing agent for the SEI Trust Company Fixed Fund. Transactions in these funds are considered to be conducted with a party-in-interest. The Plan also holds notes receivable from participants. As a result, these assets and all transactions relating to these assets were with parties-in-interest. These transactions are exempt from being prohibited transactions by ERISA.

6. TAX STATUS

The underlying non-standardized prototype plan has received an opinion letter from the Internal Revenue Service ("IRS") dated March 31, 2008, stating that the form of the Plan is qualified under Section 401(a) of the Code and, therefore, the related trust is exempt from taxation. In accordance with Revenue Procedure 2011-6, the Employer has determined that it is eligible to, and has chosen to, rely on the current IRS prototype plan opinion letter. Once qualified, the Plan is required to operate in conformity with the Code to maintain its qualification. The Employer believes the Plan is designed and is currently being operated in compliance with the applicable requirements of the Code.

7. RISKS AND UNCERTAINTIES

The Plan invests in various investment securities. Investment securities are exposed to various risks such as interest rate, market, and credit risks. Due to the level of risk associated with certain investment securities, it is at least reasonably possible that changes in the values of investment securities will occur in the near term and that such

changes could materially affect participants' account balances and the amounts reported in the statements of net assets available for benefits.

8. RECONCILIATION OF FINANCIAL STATEMENTS TO FORM 5500

The following is a reconciliation of net assets available for benefits per the financial statements to the Form 5500 as of December 31:

	2011	2010
Net assets available for benefits per the financial statements	$24,669,037	$26,465,665
Less: employee contribution receivable	–	(59,620)
Net assets available per the Form 5500	$24,669,037	$26,406,045

The following is a reconciliation of net investment loss per the financial statements to the Form 5500 for the year ended December 31, 2011:

Net investment loss per the financial statements	$ (610,804)
Add: interest income on notes receivable from participants	42,603
Net investment loss per the Form 5500	$ (568,201)

The following is a reconciliation of total contributions per the financial statements to the Form 5500 for the year ended December 31, 2011:

Total contributions per the financial statements	$ 1,010,032
Add: employee contribution receivable as of December 31, 2010	59,620
Total contributions per the Form 5500	$ 1,069,652

SUPPLEMENTAL SCHEDULE

VCC 401(K) AND PROFIT SHARING PLAN

SCHEDULE H, LINE 4i – SCHEDULE OF ASSETS (HELD AT END OF YEAR) AS OF DECEMBER 31, 2011

Employer Identification Number: 71-0644259
Plan Number: 001

(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) Current Value
	Allianz Funds	Small-Cap Value Fund	$ 836,546
	American Funds	Europacific Growth Fund	2,555,744
	American Funds	2010 Target Retirement Fund	121,067
	American Funds	2015 Target Retirement Fund	51,397
	American Funds	2020 Target Retirement Fund	295,329
	American Funds	2025 Target Retirement Fund	128,221
	American Funds	2030 Target Retirement Fund	251,895
	American Funds	2035 Target Retirement Fund	337,256
	American Funds	2040 Target Retirement Fund	5,825
	American Funds	2045 Target Retirement Fund	186,238
	American Funds	2050 Target Retirement Fund	52,121
	Invesco Funds	Small-Cap Growth Fund	818,742
	Franklin Templeton Investment Funds	Growth Fund	4,070,083
*	MFS Funds	Bond Fund	1,531,193
*	SEI Trust Company	Fixed Fund	1,389,293
*	MFS Funds	Research International Fund	2,672,188
*	MFS Funds	Total Return Fund	1,286,836
*	MFS Funds	Value Fund	4,303,534
	Munder Funds	Mid-Cap Core Growth Fund	1,021,476
	Janus Funds	Perkins Mid Cap Value Fund	1,162,863
	Franklin Templeton Investment Funds	Templeton Global Bond Fund	736,460
*	Participants	Notes receivable with interest rates of 4.25% to 9.25% with maturity dates through April 2037	852,549
			$24,666,856

Column (d) is not applicable for participant-directed investments.

* Represents a party-in-interest to the Plan.

See Accompanying Independent Auditors' Report.