KULICKE & SOFFA INDUSTRIES INC
Form 11-K
June 21, 2013

UNITED STATES
SECURITIES AND EXCHANGE COMMISSION
WASHINGTON, D.C. 20549

FORM 11-K

FOR ANNUAL REPORTS OF EMPLOYEE STOCK
PURCHASE, SAVINGS AND SIMILAR PLANS
PURSUANT TO SECTION 15(d) OF THE
SECURITIES EXCHANGE ACT OF 1934

(Mark one)

ý ANNUAL REPORT PURSUANT TO SECTION 15 (d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the fiscal year ended December 31, 2012

OR

¨ TRANSITION REPORT PURSUANT TO SECTION 15 (d) OF THE SECURITIES EXCHANGE ACT OF 1934

For the transition period from _____ to _____

Commission File Number 000-00121

A. Full title of the plan and the address of the plan, if different from that of the issuer named below:

KULICKE AND SOFFA INDUSTRIES, INC. INCENTIVE SAVINGS PLAN
1005 Virginia Drive
Fort Washington, PA 19034

B. Name of issuer of the securities held pursuant to the plan and the address of its principal executive office:

Kulicke and Soffa Industries, Inc.
6 Serangoon North, Avenue 5, #03-16, Singapore 554910
(Address of principal executive offices and Zip Code)

KULICKE AND SOFFA INDUSTRIES, INC. INCENTIVE SAVINGS PLAN
Financial Statements and Supplemental Schedule
For the years ended December 31, 2012 and 2011

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Report of Independent Registered Public Accounting Firm

To the Participants and Administrator of
Kulicke and Soffa Industries, Inc. Incentive Savings Plan

We have audited the accompanying statements of net assets available for benefits (modified cash basis) of Kulicke and Soffa Industries, Inc. Incentive Savings Plan as of December 31, 2012 and 2011, and the related statements of changes in net assets available for benefits (modified cash basis) for the years then ended. These financial statements are the responsibility of the Plan's management. Our responsibility is to express an opinion on these financial statements based on our audits.

We conducted our audits in accordance with the standards of the Public Company Accounting Oversight Board (United States). Those standards require that we plan and perform the audit to obtain reasonable assurance about whether the financial statements are free of material misstatement. The Plan is not required to have, nor were we engaged to perform, an audit of its internal control over financial reporting. Our audits included consideration of internal control over financial reporting as a basis for designing audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the Plan's internal control over financial reporting. Accordingly we express no such opinion. An audit includes examining, on a test basis, evidence supporting the amounts and disclosures in the financial statements, assessing the accounting principles used and significant estimates made by management, as well as evaluating the overall financial statement presentation. We believe that our audits provide a reasonable basis for our opinion.

As described in Note 2, these financial statements and supplemental schedule were prepared on a modified cash basis of accounting, which is a comprehensive basis of accounting other than generally accepted accounting principles.

In our opinion, the financial statements referred to above present fairly, in all material respects, the net assets available for benefits of the Plan as of December 31, 2012 and 2011, and the changes in net assets available for benefits for the years then ended, on the basis of accounting described in Note 2.

Our audits were conducted for the purpose of forming an opinion on the basic financial statements taken as a whole. The supplemental schedule is presented for purposes of additional analysis and is not a required part of the basic financial statements but is supplementary information required by the Department of Labor Rules and Regulations for Reporting and Disclosure under the Employee Retirement Income Security Act of 1974. The supplemental schedule is the responsibility of the Plan's management. The supplemental schedule has been subjected to the auditing procedures applied in the audits of the basic financial statements and, in our opinion, is fairly stated in all material respects in relation to the basic financial statements taken as a whole.

/s/ Kronick Kalada Berdy & Co., P.C.

Kingston, Pennsylvania
June 21, 2013

Kulicke and Soffa Industries, Inc. Incentive Savings Plan
Statements of Net Assets Available for Benefits (Modified Cash Basis)
December 31, 2012 and 2011

	2012	2011
Assets:		
Investments, at fair value:		
Mutual funds	$48,317,310	$42,513,594
Common collective trusts	17,852,258	15,690,113
Kulicke and Soffa Industries, Inc. common stock	5,747,916	5,245,037
Self directed brokerage accounts	1,888,927	1,416,451
Total investments, fair value	73,806,411	64,865,195
Receivables		
Notes receivable from participants	407,416	486,634
Total investments and receivables	74,213,827	65,351,829
Adjustment from fair value to contract value for fully benefit-responsive investment contracts	(166,768)	(21,507)
Net assets available for benefits	$74,047,059	$65,330,322

The accompanying notes are an integral part of these financial statements.

Kulicke and Soffa Industries, Inc. Incentive Savings Plan
Statements of Changes in Net Assets Available for Benefits (Modified Cash Basis)
For the years ended December 31, 2012 and 2011

	2012	2011
ADDITIONS:		
Investment income:		
Interest and dividends	$1,799,699	$1,412,860
Net appreciation on fair value of investments	6,514,071	503,240
	8,313,770	1,916,100
Contributions:		
Employee	2,704,337	2,835,853
Employer cash	1,682,409	1,358,229
Rollover	162,385	682,569
	4,549,131	4,876,651
Total additions	12,862,901	6,792,751
DEDUCTIONS:		
Benefit payments	4,042,404	3,836,612
Administrative and other fees	77,369	32,573
Deemed distribution	26,391	—
Total deductions	4,146,164	3,869,185
NET INCREASE IN NET ASSETS AVAILABLE FOR BENEFITS	8,716,737	2,923,566
Net assets available for benefits:		
Beginning of year	65,330,322	62,406,756
End of year	$74,047,059	$65,330,322

The accompanying notes are an integral part of these financial statements.

Kulicke and Soffa Industries, Inc. Incentive Savings Plan
Notes to Financial Statements (Modified Cash Basis)
December 31, 2012 and 2011

1. DESCRIPTION OF THE PLAN

The following description of the Kulicke and Soffa Industries, Inc. (the "Company") Incentive Savings Plan (the "Plan") provides only general information. Participants should refer to the Plan agreement for a more complete description of the Plan's provisions.

General

The Plan is a defined contribution plan established on January 1, 1987 and has been periodically amended with the latest amendment on December 23, 2010. Full-time employees that are at least 18 years old are eligible to participate in the Plan. The Plan is subject to the provisions of the Employee Retirement Income Security Act of 1974 ("ERISA").

Contributions

The Plan allows for employee contributions and matching Company contributions in varying percentages. The Plan allows participants to make before and after tax contributions of up to 85% of their compensation when combined with their before-tax contributions, subject to Internal Revenue Service ("IRS") limitations. In addition, participants who have attained the age of 50 before the end of the Plan year are eligible to make "catch-up" contributions. Participants may also contribute amounts representing distributions from other qualified plans. Participants direct the investment of their contributions into various investment options offered by the Plan.

The Company matches contributions 100% of the employee contribution up to 4% of eligible compensation. If the employee has 15 years or more years of vesting service prior to January 1, 2011, the Company matches contributions of 100% of the employee contribution up to 6% of eligible compensation.

Historically, the Company's contributions were satisfied by shares of Company common stock, valued at the market price on the date of the matching contribution (level one of the fair value hierarchy, Note 3); however, beginning January 2, 2011, matching contributions to the Plan are made in cash.

Participant Accounts

Each participant's account is credited with the participant's contribution, allocation of the Company's contribution and Plan earnings, if any, and charged with an allocation of Plan losses, if any, and administrative and other fees. Allocations are based upon participant earnings or account balances, as defined. Participants are entitled to their vested account.

Vesting

Participants are vested immediately in their contributions plus actual earnings. Vesting in the Company's matching contribution to the participant's account is based upon years of service. The participants are 50% vested after one year of service and 100% vested after two years of service. If a participant attains the age of 65, dies, or becomes disabled while actively working for the Company, the participant's account becomes 100% vested.

Payment of Benefits

Upon termination of service, a participant or beneficiary will receive a lump-sum amount equal to the vested value of his or her account. Distributions are subject to the applicable provisions of the Plan agreement.

Kulicke and Soffa Industries, Inc. Incentive Savings Plan
Notes to Financial Statements (Modified Cash Basis)
December 31, 2012 and 2011 (continued)

2. SUMMARY OF ACCOUNTING POLICIES

Basis of Accounting

The accompanying financial statements are prepared on the modified cash basis of accounting, which is a comprehensive basis of accounting other than U.S. generally accepted accounting principles ("GAAP"), and is an acceptable method of reporting under Department of Labor Regulations. The modified cash basis of accounting utilizes the cash basis of accounting while carrying investments at fair value and recording investment income on the accrual basis.

Use of Estimates

The preparation of financial statements requires the Plan's management to make estimates and assumptions 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.

Benefits

Benefits are recorded when paid by the Plan.

Valuation and Description of Investments

Mutual funds and the Company's common stock are stated at fair value based on quoted market prices. The Company also offers Participants two commingled trust funds, the JP Morgan Stable Asset Income Fund and the State Street Global Advisors S&P 500 Index Fund. The commingled trust funds provide investors with access to investments that are pooled under a common investment strategy. Fair value of the common commingled trust funds is valued at the net asset value (NAV) of a collective trust. The NAV, as provided by the trustee, is used as a practical expedient to estimate fair value. The NAV is based on the fair value of the underlying investments held by the fund less its liabilities. This practical expedient is not used when it is determined to be probable that the fund will sell the investment for an amount different than the reported NAV. Participant transactions (purchases and sales) may occur daily. Were the Plan to initiate a full redemption of a collective trust, the investment adviser reserves the right to temporarily delay withdrawal from the trust in order to ensure that securities liquidations will be carried out in an orderly business manner. Funds are also held in self directed brokerage accounts, at the direction of the participant, which consist of mutual funds, common stock and money market account which are stated at fair value based on quoted market prices.

The JP Morgan Stable Asset Income Fund is a common commingled trust fund invested primarily in high quality investment contracts called "benefit responsive wraps," issued by AIG (A-), Monumental Ins. Co (AA-), and ING (AA-). The wrap contracts, which are issued by insurance companies provide principal preservation of participant balances and provide stable returns. The fixed income portfolio consists of investment grade fixed income securities, primarily U.S Treasury, agency, corporate, mortgage-backed, asset-backed, and privately placed mortgage debt. The wrap contracts are fully benefit-responsive. A benefit-responsive investment contract is a contract between an insurance company, a bank, a financial institution, or any financially responsible entity, with a plan that provides for a stated return on principal invested over a specified period and that permits withdrawals at contract value for benefit payments, loans, or transfers to other investment options offered to the participant by the Plan. Participant withdrawals from the Plan are required to be at contract value. The year to date rate of return was 1.47% and 1.85% for the years ended December 31, 2012 and 2011, respectively. The crediting rate of the Income Fund ranged between 0.28% and 2.34% and 0.32% and 2.90% for the years ended December 31, 2012 and 2011, respectively. Contract value, as reported to the Plan by the fund managers, represent contributions made under the contracts, plus earnings, less participant withdrawals and administrative expenses.

There are no reserves against contract value for credit risk of the contract issuers or otherwise. The crediting interest rate is based on a formula agreed upon the issuers, but may not be less than zero. Such rates are reviewed on a quarterly basis for resetting.

Certain events limit the ability of the Plan to transact at contract value with the issuers. Such events include the following: (1) amendments to the Plan documents (including complete or partial plan termination or merger with

another plan), (2) changes to the Plan's prohibition on competing investment options or deletion of equity wash provisions, (3) bankruptcy of the Plan Sponsor or other events (for example, divestitures or spin-offs of a subsidiary) that cause a significant withdrawal from the Plan, or (4) the failure of the trust to qualify for exemption from federal income taxes or any required prohibited transaction exemption under ERISA. The Plan administrator does not believe that the

occurrence of any such value event, which would limit the Plan's ability to transact at contract value with Participants, is probable.

Investment contracts held by a defined-contribution plan are required to be reported at fair value. However, contract value is the relevant measurement attribute for that portion of the net assets available for benefits of a defined-contribution plan attributable to fully benefit-responsive investment contracts because contract value is the amount participants would receive if they were to initiate permitted transactions under the terms of the Plan. The Statements of Net Assets Available for Benefits presents the fair value of the investment contracts as well as the adjustment of the fully benefit-responsive investment contracts from fair value to contract value. The Statements of Changes in Net Assets Available for Benefits is prepared on a contract value basis for fully benefit - responsive investment contracts.

The State Street Global Advisors S&P 500 Index Fund is classified as a commingled trust. This common commingled trust fund is stated at fair value and valued daily based principally on the quoted market prices of the underlying securities. The Fund seeks to replicate the returns and characteristics of the S&P 500 Index. To achieve its objective, the Fund invests in a portfolio that owns units of one or more portfolios that hold securities of the S&P 500 Index, in the same capitalization weights as they appear in the Index.

Purchases and sales of securities are recorded on a trade-date basis. Interest income is recorded on the accrual basis. Dividends are recorded on the ex-dividend date. Net appreciation in fair value of investments includes the change in the fair value of assets from one period to the next and realized gains and losses.

The preceding methods described may produce a fair value calculation that may not be indicative of net realizable value or reflective of future fair values. Furthermore, although 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.

3. INVESTMENTS

In accordance with the accounting guidance for Accounting Standards Codification (“ASC”) 820, Fair Value Measurements and Disclosures (“ASC 820”), the Plan values the financial assets based on market-based measurements at the measurement date determined by a fair value hierarchy. The fair value measurements guidance emphasizes that fair value is a market-based measurement, not an entity-specific measurement. The hierarchy distinguishes between assumptions based on market data obtained from independent sources and those based on an entity's own assumptions and prioritizes the inputs to fair value measurement into three levels:

Basis of Fair Value Measurement

Level 1	Unadjusted quoted prices in active markets that are accessible at the measurement date for identical, unrestricted assets or liabilities;
Level 2	Quoted prices in markets that are not considered to be active or financial instruments for which all significant inputs are observable, excluding those included in Level 1, either directly or indirectly;
Level 3	Prices or valuations that require inputs that are both significant to the fair value measurement and unobservable.

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Kulicke and Soffa Industries, Inc. Incentive Savings Plan
Notes to Financial Statements (Modified Cash Basis)
December 31, 2012 and 2011 (continued)

The following tables reflect the Plan's investment assets at fair value, by level within the fair value hierarchy, as of December 31, 2012 and 2011:

	Fair Value Of Investments as of December 31, 2012			
	Level 1	Level 2	Level 3	Total
Mutual funds:				
Growth	$17,074,695	$—	$—	$17,074,695
Blended	9,914,014	—	—	9,914,014
Fixed Income	10,352,441	—	—	10,352,441
Index	4,901,970	—	—	4,901,970
International Growth	6,074,190	—	—	6,074,190
Common collective trusts				
Income	—	9,318,084	—	9,318,084
Index	—	8,534,174	—	8,534,174
Kulicke and Soffa Industries, Inc. common stock	5,747,916	—	—	5,747,916
Self directed brokerage accounts	1,888,927	—	—	1,888,927
Total investment assets at fair value	$55,954,153	$17,852,258	$—	$73,806,411

	Fair Value Of Investments as of December 31, 2011			
	Level 1	Level 2	Level 3	Total
Mutual funds:				
Growth	$17,367,663	$—	$—	$17,367,663
Blended	9,217,455	—	—	9,217,455
Fixed Income	8,720,802	—	—	8,720,802
Index	4,610,873	—	—	4,610,873
International Growth	2,596,801	—	—	2,596,801
Common collective trusts				
Income	—	8,672,693	—	8,672,693
Index	—	7,017,420	—	7,017,420
Kulicke and Soffa Industries, Inc. common stock	5,245,037	—	—	5,245,037
Self directed brokerage accounts	1,416,451	—	—	1,416,451
Total investment assets at fair value	$49,175,082	$15,690,113	$—	$64,865,195

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Kulicke and Soffa Industries, Inc. Incentive Savings Plan
Notes to Financial Statements (Modified Cash Basis)
December 31, 2012 and 2011 (continued)

The following table reflects the fair value of investments that represent 5% or more of the Plan's net assets available for benefits as of December 31, 2012 and 2011:

	2012	2011
American Century Investments - Growth	$11,260,401	$10,288,157
JP Morgan Stable Asset Income Fund	9,318,084	8,672,693
State Street Global Advisors - S&P 500 (R) Index Fund	8,534,174	7,017,420
PIMCO Total Return	5,944,361	5,115,081
Kulicke and Soffa Industries, Inc. common stock	5,747,916	5,245,037
Wells Fargo Advantage 2020	4,611,999	4,291,612
Vanguard Total Bond Market Index	4,408,080	3,605,721

The following table reflects the net appreciation of fair value of investments (including gains and losses on investments bought and sold as well as held during the year) for the years ended December 31, 2012 and 2011:

	2012	2011
Mutual funds	$5,206,939	$(1,820,700)
Common comingled trusts (Note 2)	(145,261)	(99,675)
Kulicke and Soffa Industries, Inc. common stock	1,452,393	2,423,615
Net appreciation on fair value of investments	$6,514,071	$503,240

The following tables summarize investments measured at fair value based on NAV per share as of December 31, 2012 and 2011, respectively.

December 31, 2012	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
JP Morgan Stable Asset Income Fund	$9,318,084	n/a	Daily	30 days
State Street Global Advisors - S&P 500 (R) Index Fund	$8,534,174	n/a	Daily	30 days

December 31, 2011	Fair Value	Unfunded Commitments	Redemption Frequency (if currently eligible)	Redemption Notice Period
JP Morgan Stable Asset Income Fund	$8,672,693	n/a	Daily	30 days
State Street Global Advisors - S&P 500 (R) Index Fund	$7,017,420	n/a	Daily	30 days

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Kulicke and Soffa Industries, Inc. Incentive Savings Plan
Notes to Financial Statements (Modified Cash Basis)
December 31, 2012 and 2011 (continued)

4. RECONCILIATION OF NET ASSETS AVAILABLE FOR BENEFITS

The following table reconciles the net assets available for benefits per these financial statements to the Plan's Form 5500 filed with the IRS for the years ended December 31, 2012 and 2011:

	2012	2011
Net assets available for benefits per the financial statements	$74,047,059	$65,330,322
Adjustment from fair value to contract value for fully benefit-responsive investment contracts	166,769	21,507
Net assets available for benefits per the Form 5500	$74,213,828	$65,351,829

5. NOTES RECEIVABLE

Under the terms of the Plan, participants may borrow from their accounts a minimum of $1,000 up to a maximum equal to the lesser of $50,000 or 50% of their vested account balance. Borrowings are secured by the balance in the participant's vested account and bear interest at rates commensurate with prevailing market rates for similar loans. Participants are permitted to have up to two loans outstanding at any time. Principal and interest is repaid ratably through payroll deductions. Participants pay a $100 loan initiation fee for each borrowing.

6. PLAN TERMINATION

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

7. TAX STATUS

The IRS has determined and informed the Company by a letter dated April 23, 2003, that the Plan and related trust are designed in accordance with applicable sections of the Internal Revenue Code (“IRC”). Since the date of this letter, the Company has made amendments to the Plan. The Plan's tax counsel believes the Plan is properly designed to be in compliance with the applicable requirements of the IRC. The Plan administrator believes the Plan is currently being operated in compliance with the applicable requirements of the IRC. The Plan has open tax years for 2009 through 2012.

8. FORFEITURES

Employer contributions forfeited remain in the Plan and are available to offset future employer contributions or to pay Plan expenses. As of December 31, 2012 and 2011 forfeited non-vested accounts totaled $381,067 and $365,499, respectively. For the years ended December 31, 2012 and 2011, $77,369 and $32,573, respectively, was used from the forfeiture account to pay Plan expenses.

9. RELATED PARTIES

Certain Plan assets are shares of a common collective trust managed by JP Morgan Retirement Plan Services (“JP Morgan”). JP Morgan is the trustee of the Plan. Prior to January 2, 2011, the Plan sponsor issued the shares of Kulicke and Soffa Industries, Inc. common stock. Therefore, transactions in these investments qualify as party-in-interest transactions.

10. 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 future and that such changes

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could materially affect participant's account balances and the amounts reported in the statement of net assets available for benefits.

Kulicke and Soffa Industries, Inc. Incentive Savings Plan
EIN 23-1498399 Plan 02
Schedule H, Line 4i – Schedule of Assets (Held at End of Year) (Modified Cash Basis)
As of December 31, 2012

(a)	(b) Identity of Issue	(c) Description of Investment	(d) Cost **	(e) Current Value	% Of Assets
	American Century Investments	American Century Investments - Growth - Inst		$11,260,401	15.21 %
*	JP Morgan	JP Morgan Commingled Funds- Stable Asset Income Fund (contract value)		9,151,316	12.36 %
	State Street Global Advisors	State Street Global Advisors - S&P 500 (R) Index Fund		8,534,174	11.53 %
	PIMCO	PIMCO Funds - PIMCO Total Return		5,944,361	8.03 %
*	Kulicke and Soffa Industries Inc.	Kulicke and Soffa Industries, Inc. Common Stock		5,747,916	7.76 %
	Wells Fargo	Wells Fargo Advantage - Target 2020		4,611,999	6.23 %
	Vanguard	Vanguard - Total Bond Market Index		4,408,080	5.95 %
	Fidelity Investments	Fidelity - Spartan International Index Fund		3,110,908	4.20 %
	American Funds	American Funds - Europacific Growth Fund		2,963,282	4.00 %
	Wells Fargo	Wells Fargo Advantage - Target 2050		2,379,521	3.21 %
	Self Directed Brokerage Account	CISC Self Directed Brokerage Account		1,888,927	2.55 %
	Prudential	Prudential - Jennison Mid Cap Growth Fund CL Z		1,876,856	2.53 %
	Vanguard	Vanguard - Mid-Cap Index Fund		1,830,182	2.47 %
	Artisan Funds	Artisan Funds - Mid Cap Value Fund		1,754,089	2.37 %
	Vanguard	Vanguard - Small-Cap Index Fund		1,512,446	2.04 %
*	JP Morgan	JP Morgan Equity Income		1,406,961	1.90 %
	Invesco	Invesco AIM - AIM Small Cap Equity Fund		1,000,368	1.35 %
	Wells Fargo	Wells Fargo Advantage - Target 2025		634,967	0.86 %
	Wells Fargo	Wells Fargo Advantage - Target 2040		556,966	0.75 %
	Invesco	Equity Fund		431,846	0.58 %
	Wells Fargo	Wells Fargo Advantage - Target 2035		431,913	0.58 %
	Wells Fargo	Wells Fargo Advantage - Target Today		419,788	0.57 %
	Wells Fargo	Wells Fargo Advantage - Target 2030		397,648	0.54 %
	Principal Funds	Principal Funds - Mid Cap Blend		309,008	0.42 %
	Fidelity Investments	Fidelity - Fidelity Adv Small Cap		294,850	0.40 %
	American Funds	American Funds - New Perspective Fund		285,802	0.39 %
	Wells Fargo	Wells Fargo Advantage - Target 2015		274,461	0.37 %
	Wells Fargo	Wells Fargo Advantage - Target 2010		109,802	0.15 %
	Wells Fargo	Wells Fargo Advantage - Target 2045		96,949	0.13 %
	Blackrock	Blackrock Equity Dividend		13,856	0.02 %
*	Participant Loans	Interest rates from (3.25% to 5.25%), maturity dates vary		407,416	0.55 %
				$74,047,059	100.00 %

* Represents a party-in-interest for which a statutory exemption exists.
** All investments are participant directed therefore disclosure of cost is not required.

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SIGNATURES

Pursuant to the requirements of the Securities Exchange Act of 1934, the Plan's Administrator has duly caused this annual report to be signed on its behalf by the undersigned, hereunto duly authorized.

KULICKE and SOFFA INDUSTRIES, INC. INCENTIVE SAVINGS PLAN

Date: June 21, 2013

By: /s/ Kerri Brechbiel
Kerri Brechbiel
Chairman, Kulicke and Soffa Industries, Inc.
Plan Administrator Committee

INDEX TO EXHIBITS

Exhibit Number	Description
23.1	Consent of Independent Registered Public Accounting Firm

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