

**NOTICE TO EMPLOYEES
REGARDING
THE NAVIGATORS BASIC RETIREMENT PLAN**

This is to advise all present employees of the Plan Sponsor named below that an application will be filed with the Internal Revenue Service (the "IRS") to request a determination regarding the continued qualification of the employee benefit plan described below:

Plan Name and Number: The Navigators Basic Retirement Plan
Plan Number: 002

Applicant: The Navigators
EIN: 84-6007896

Applicant's Address: 3820 North 30th Street
Colorado Springs, CO 80934-6000

Plan Administrator: Retirement Committee

The application will be filed on January 20, 2012 with the Internal Revenue Service Center in Covington, Kentucky at Internal Revenue Service, P.O. Box 12192, Covington, KY 41012-0192. The IRS has issued a favorable determination letter with respect to the qualification of this plan.

You are eligible to participate in the Plan on the first day of the month after you have completed one year of service and have attained age 21. You are not eligible to participate if you are a leased employee.

RIGHTS OF INTERESTED PARTIES:

You have the right to submit to the IRS (at the address shown above) either individually or jointly with other interested parties, your comments as to whether this plan meets the qualification requirements of the Internal Revenue Code. Alternatively, you may request (individually or jointly with other interested parties) the Department of Labor ("DOL") to submit a comment on your behalf to the IRS regarding the qualification of the plan. If the DOL declines to comment on some or all of the matters you raise, you may, individually or jointly if your request was made jointly, submit your comments on these matters directly to the IRS.

REQUESTS FOR COMMENTS BY THE DEPARTMENT OF LABOR:

The DOL may not comment on behalf of interested parties unless requested to do so by the lesser of 10 employees or 10 percent of the employees who qualify as interested parties. The number of persons needed for the DOL to comment is 10. Requests submitted to the DOL must be in writing and must specify the matters upon which comments are requested; the name of the plan; the plan number; the name, address, and EIN of the applicant for the advance determination; and the number of persons needed for the DOL to comment. Requests submitted to the DOL should be addressed as follows:

Deputy Assistant Secretary
Employee Benefits Security Administration
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210
ATTN: 3001 Comment Request

Requests submitted to the DOL must be received on or before February 4, 2012 if you wish to preserve your right to comment on a matter on which the DOL declines to comment, or on or before February 14, 2012 if you wish to waive your right to comment directly to the IRS.

COMMENTS TO THE INTERNAL REVENUE SERVICE:

Generally, comments submitted to the IRS must be made in writing and must be received on or before March 5, 2012. However, if there are matters that you request the DOL to comment upon on your behalf and the DOL declines to do so, you may submit comments on these matters to the IRS. Such comments must be received by the IRS on or before the later of the 15th day following the date the DOL notified you that it would not comment or March 5, 2012 but in no event later than March 20, 2012.

ADDITIONAL INFORMATION:

You may obtain copies of the following materials during normal business hours at 3820 North 30th Street, Colorado Springs, CO 80934-6000, telephone: 719.598.1212. If it is not convenient for you to visit this office, you may ask that a copy of the materials be mailed to you. A nominal charge is made for copying and mailing.

A current copy of the Plan and trust;

A copy of the application for determination (Form 5300);

Any additional documents dealing with the application for determination which are submitted to the IRS by or for the applicant for the advance determination or furnished by the IRS to the applicant for the advance determination; and

A copy of section 17 of IRS Revenue Procedure 2011-6, which describes in detail the information that an interested party should include in any comments sent to the DOL or IRS.

THE NAVIGATORS

Dated: January 9, 2012