

Industrial Research

March 14, 2013

State of Transportation

If you would like to be added to our monthly research distribution list, which we make freely available, please email me at bhartford@rwbaird.com

Benjamin J. Hartford bhartford@rwbaird.com 414.765.3752

Kenton Moorhead kmoorhead@rwbaird.com 414.298.1864

Jack Smith jbsmith@rwbaird.com 414.298.5277



Please refer to Appendix – Important Disclosures and Analyst Certification

An Economy and an Industry at an Inflection Point



- What does the economy look like?
- What is the stock market telling us?
- This cycle's themes across the transportation industry:
 - Maturing growth: across modes in recent years, and likely will continue
 - "Productivity" headwinds: cost/unit has been rising since early 2000s
 - Continued consolidation: both among carriers and service providers
 - What does that mean for shippers? What does that mean for carriers?

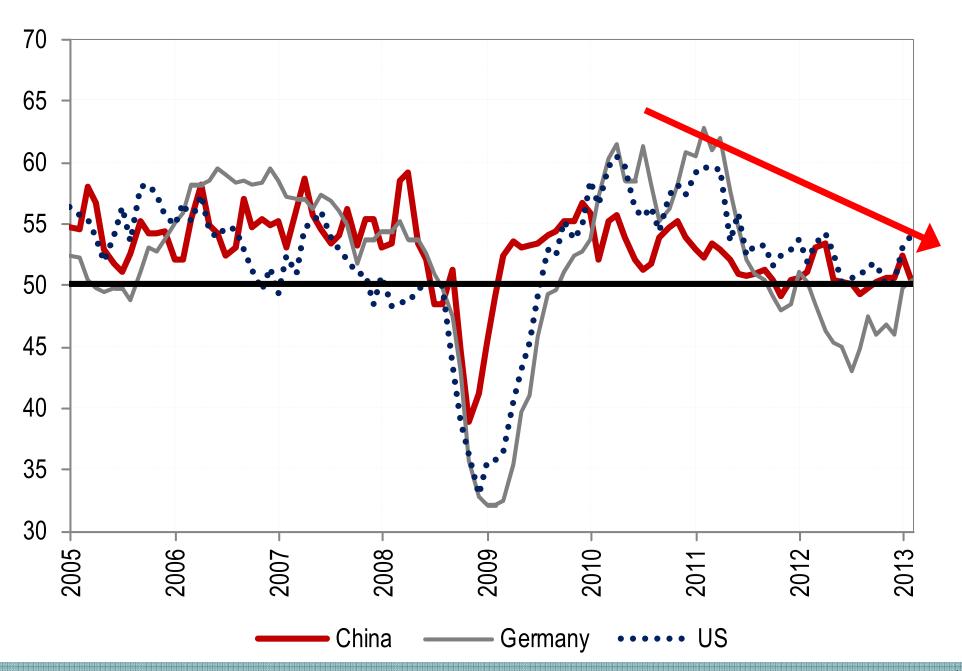
An Economy and an Industry at an Inflection Point



- What does the economy look like?
- What is the stock market telling us?
- This cycle's themes across the transportation industry:
 - Maturing growth: across modes in recent years, and likely will continue
 - "Productivity" headwinds: cost/unit has been rising since early 2000s
 - Continued consolidation: both among carriers and service providers
 - What does that mean for shippers? What does that mean for carriers?

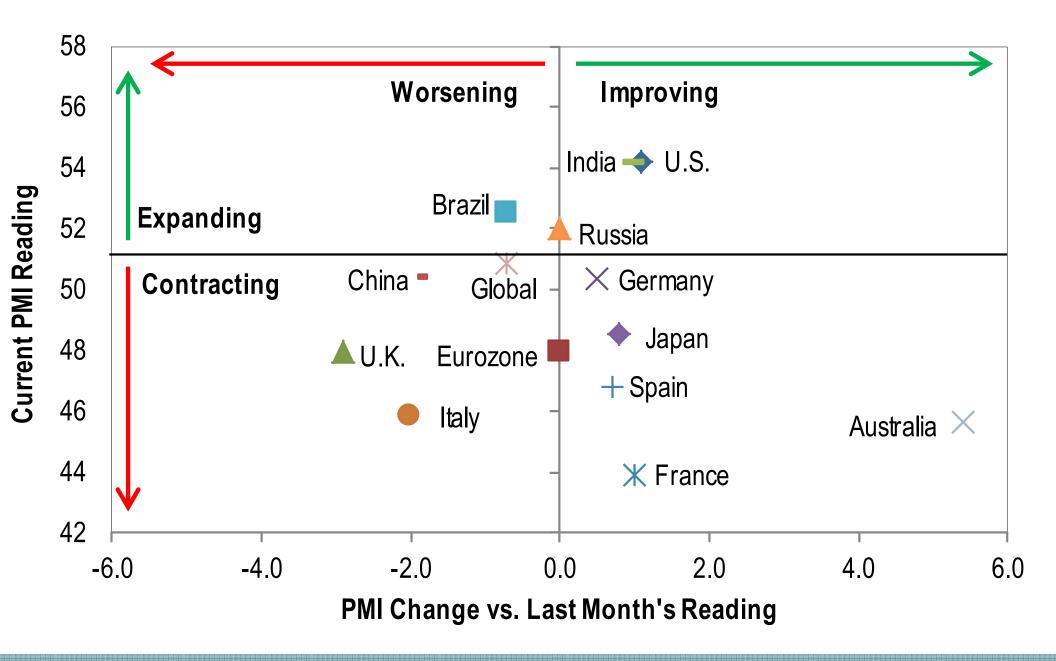
Industrial Trends Have Moderated Since 2010





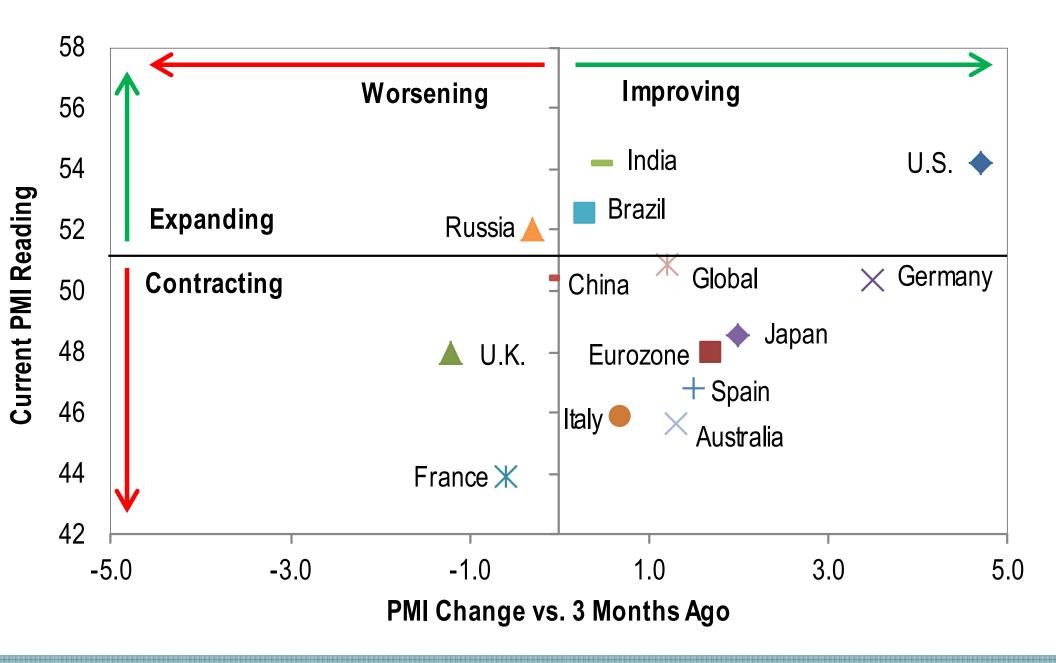
Current PMI Readings Mixed...





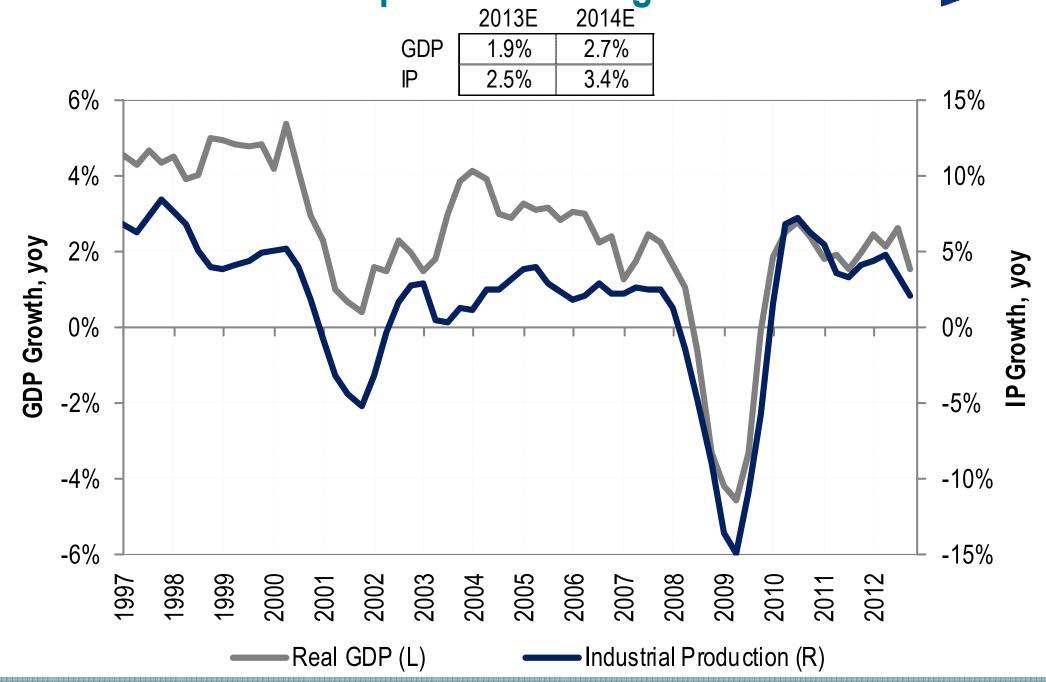
...but Improved from Three Months Ago





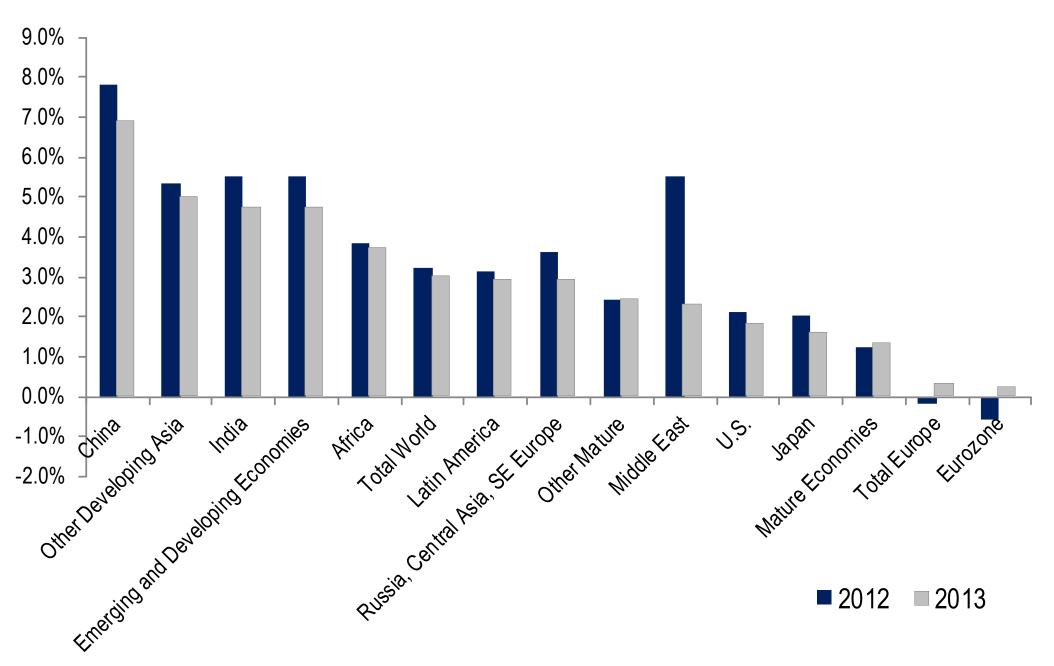
And GDP Outlook Implies Slow Freight Growth





GDP Growth in 2012/2013 by Region





2013 Demand Outlook Summary



Domestic US outlook

- Industrial: Industrial production > GDP growth
 - Recovering end-market demand in housing
 - US manufacturing renaissance?
- Retail: Cautious inventory strategies limit downside; upside depends on consumer confidence

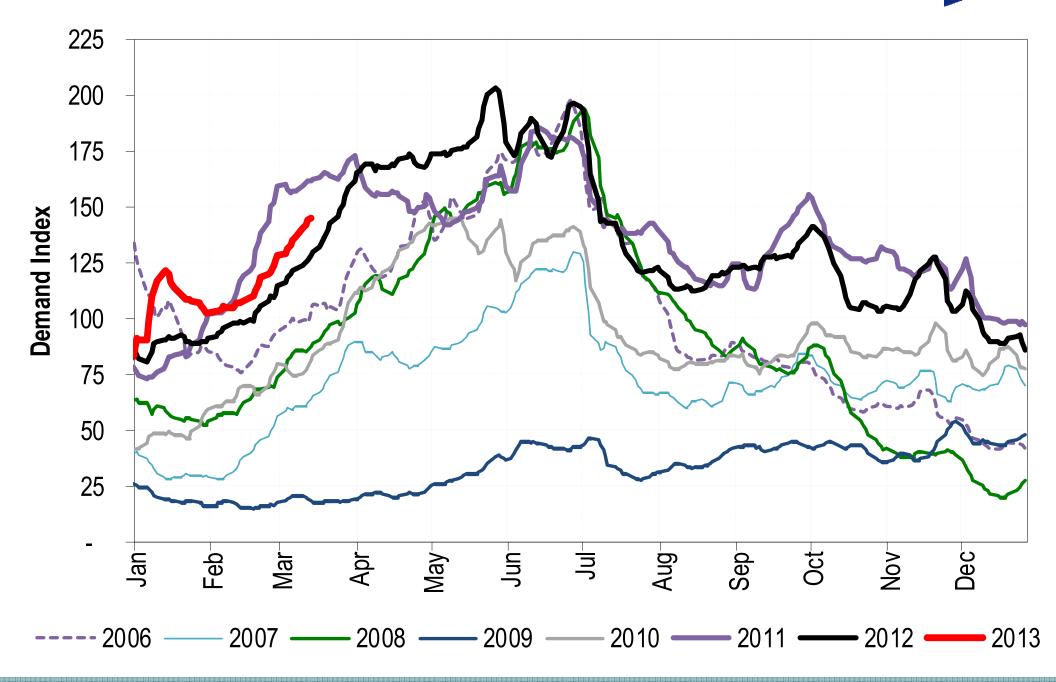
International trends stabilizing after disappointing 2012

FREIGHT DEMAND GROWTH BY MODE

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013E
Truck	4%	4%	1%	-1%	-3%	-10%	5%	4%	3%	0-2%
Domestic IM Container	4%	0%	5%	9%	7%	3%	13%	10%	7-8%	6-8%
Intermodal	10%	6%	5%	-1%	-3%	-15%	15%	5%	4-5%	3-5%
Rail	4%	1%	1%	0%	-3%	-18%	9%	3%	-2%	0-2%
Airfreight	13%	5%	5%	4%	-4%	-10%	21%	-1%	-2-3%	1-3%
Ocean Freight	11%	10%	10%	9%	0%	-10%	12%	5%	2-3%	3-5%

Spot Truck Demand Improving Seasonally into March BAIRD

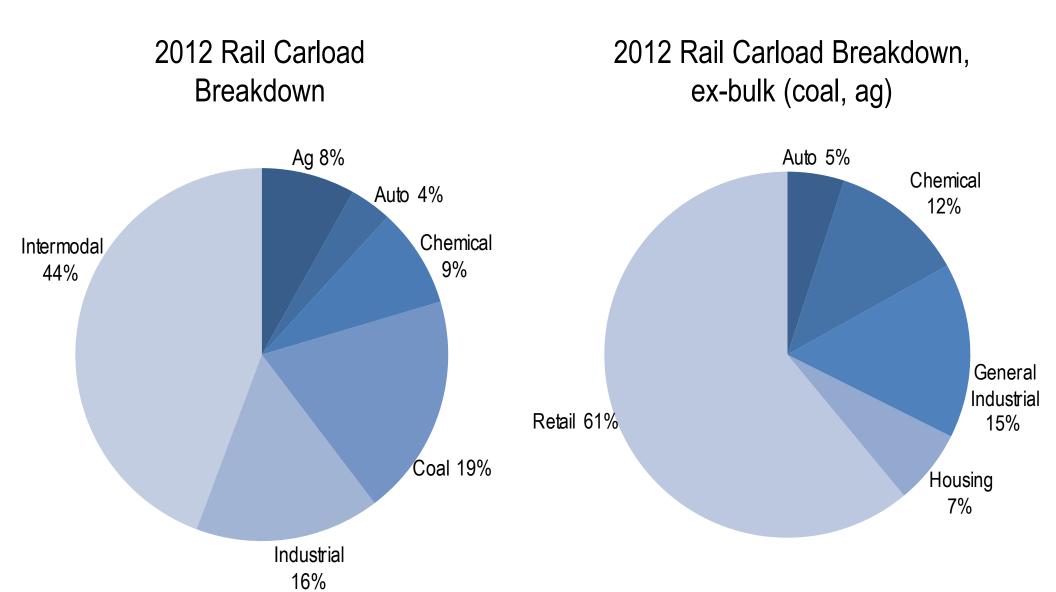




Source: Industry data 10

Downside Protection for Majority of Freight





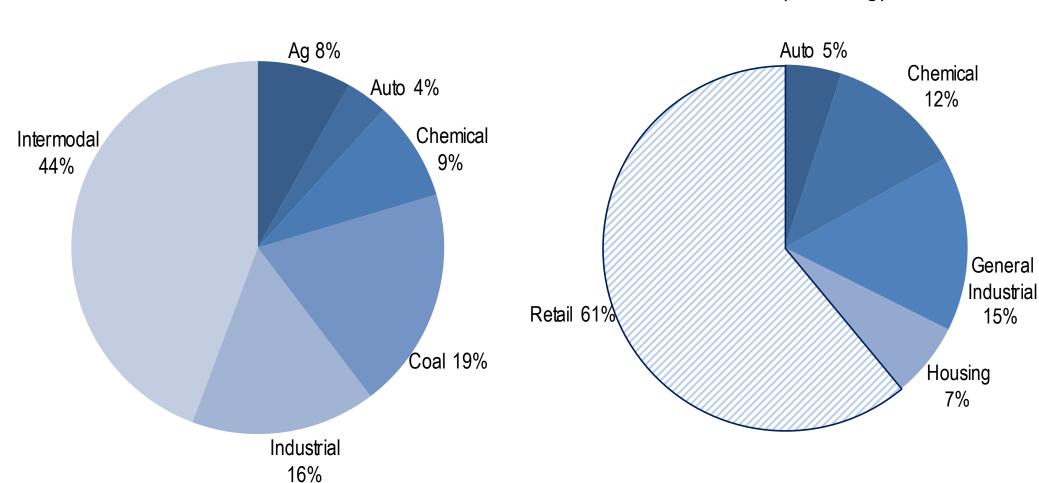
Source: AAR | 11

Downside Protection for Majority of Freight





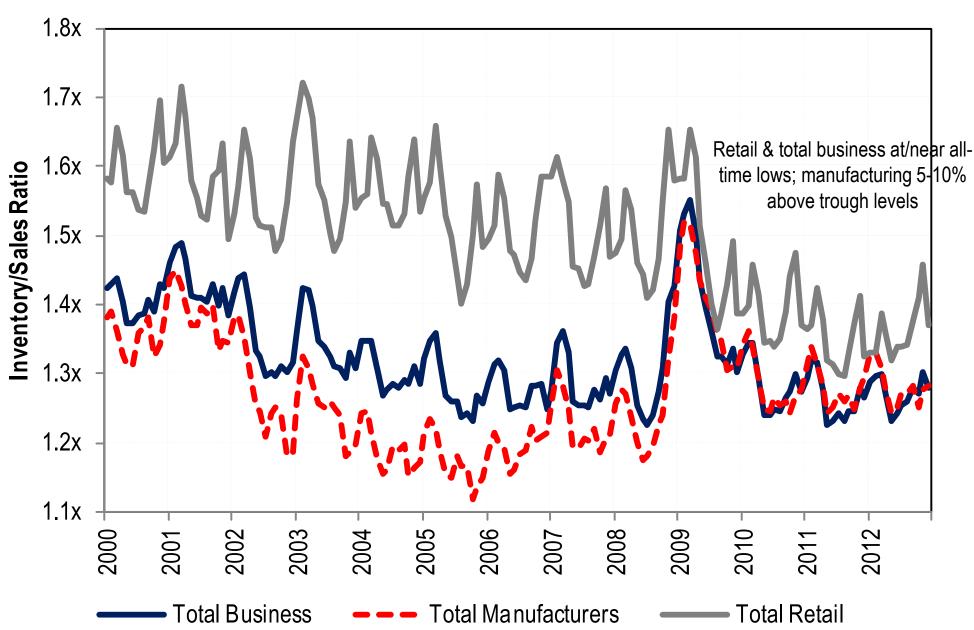
2012 Rail Carload Breakdown, ex-bulk (coal, ag)



Source: AAR | 12

Inventories At/Near All-Time Lows, Particularly Within Retail

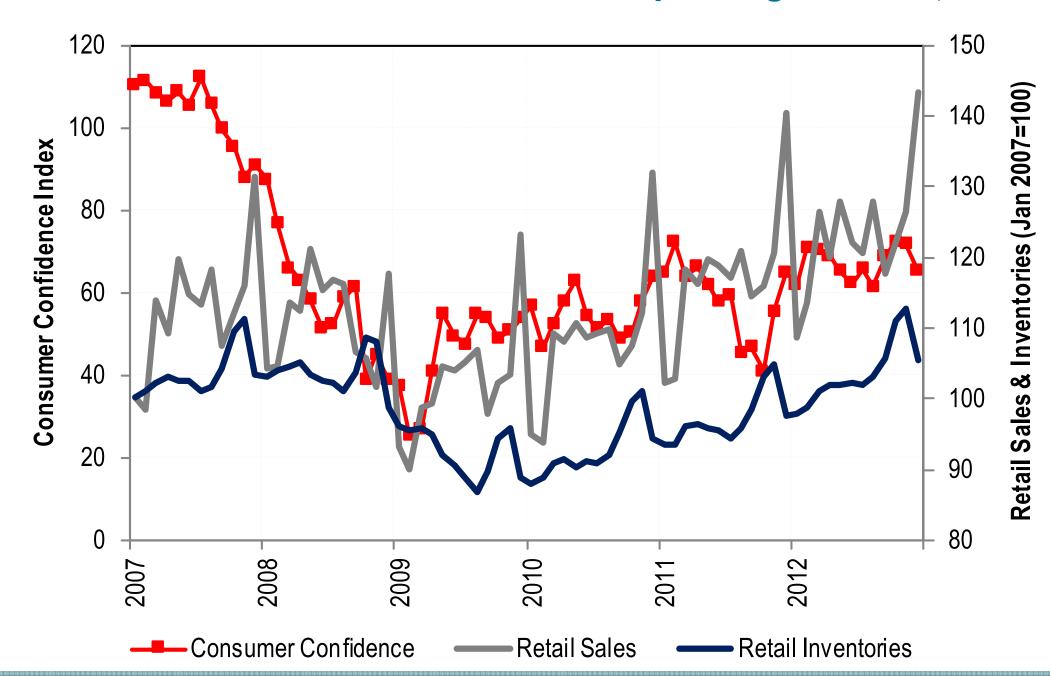




Source: US Census Bureau | 13

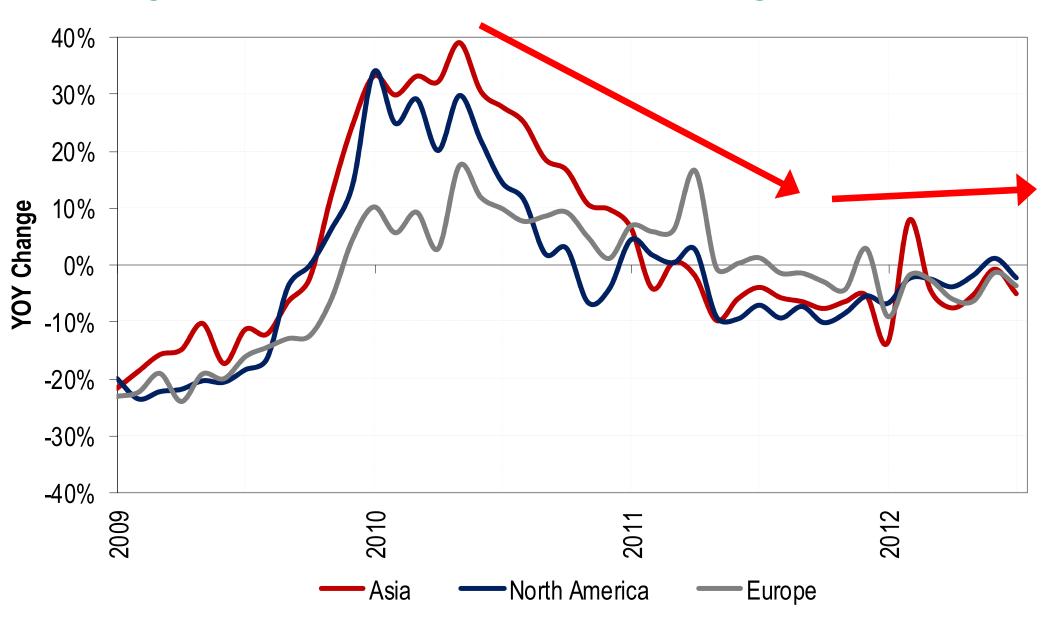
Consumer Confidence Is Low, but Improving





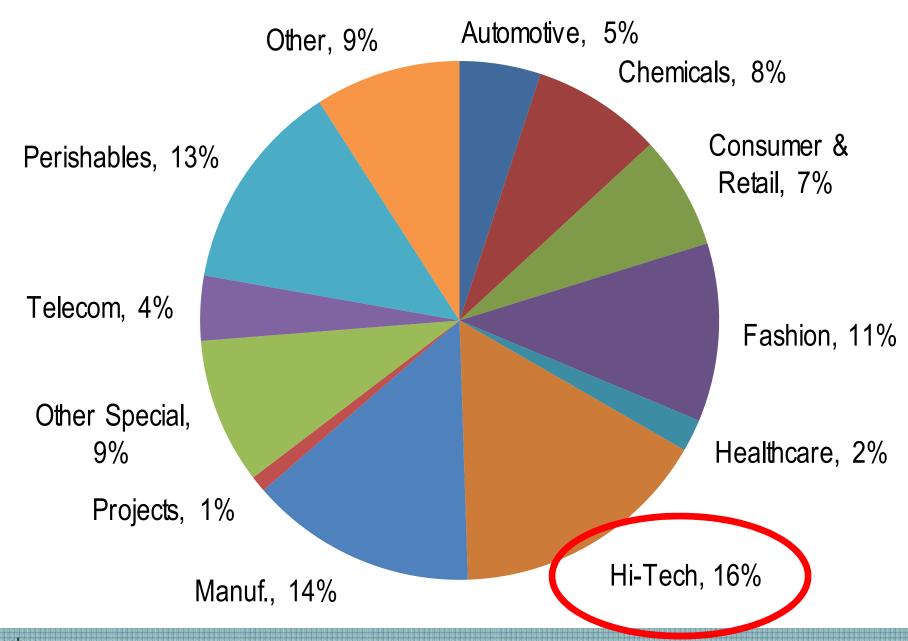


Regional Airfreight Volume Growth Has Been Slowing; but Could 2012 Represent a Trough?



Airfreight Industry Verticals

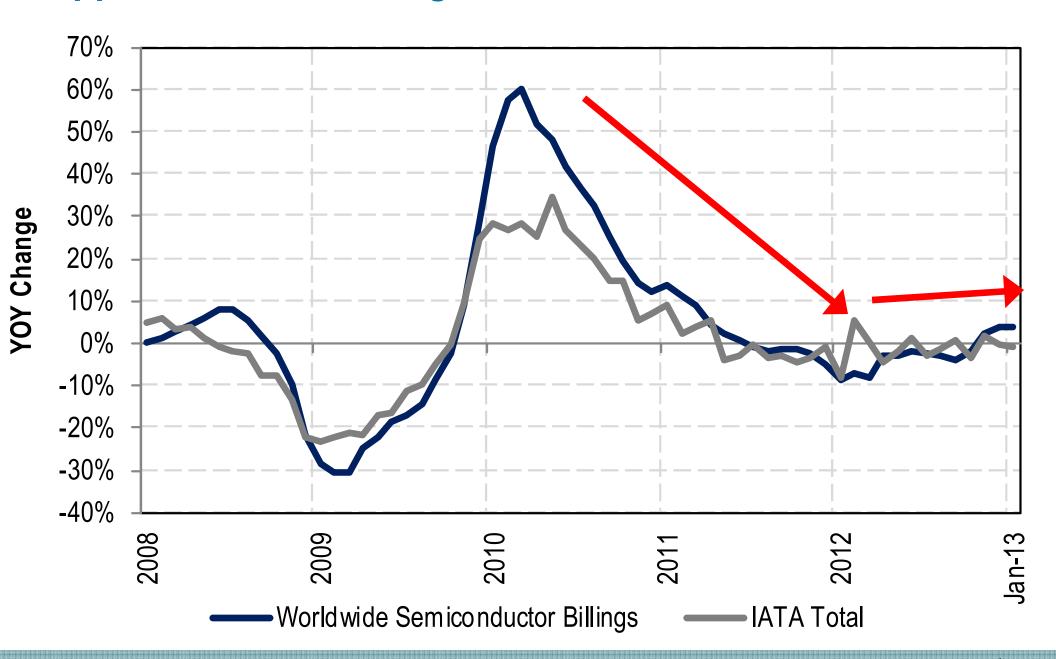




Source: Seabury | 16

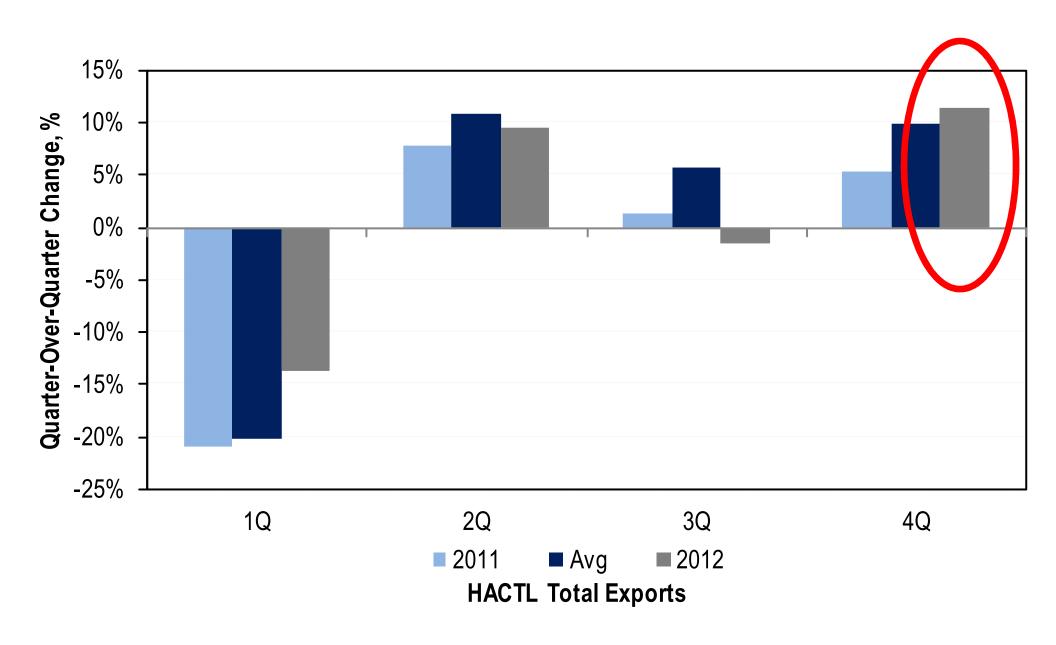
Bottoming Tech Inventory Correction Cycle Supportive of Stabilizing AF Demand Fundamentals





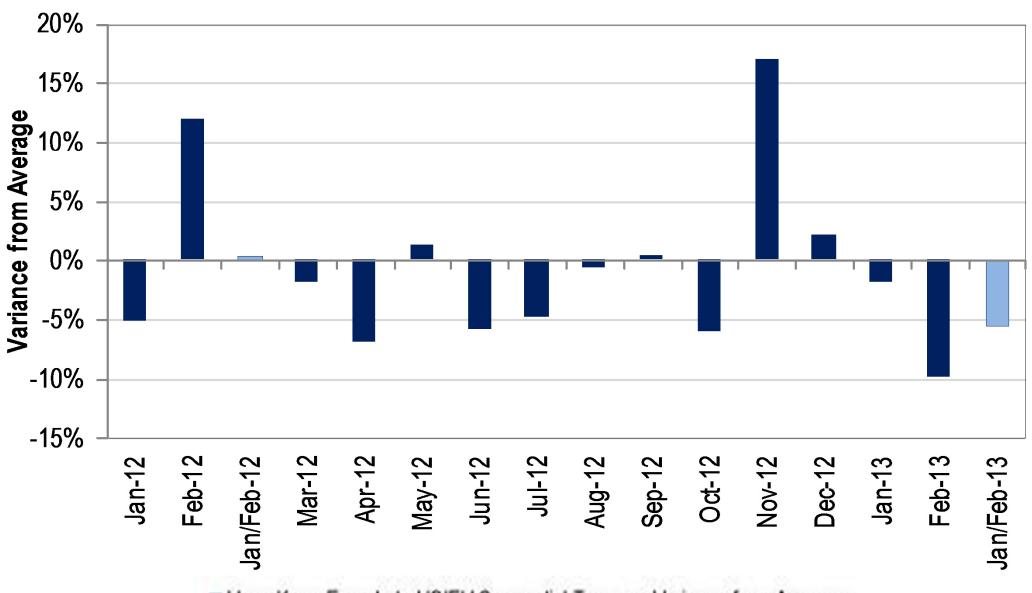
Airfreight Volumes Out of Asia Stabilizing in 4Q12





International AF Trends Stable but at Weak Levels

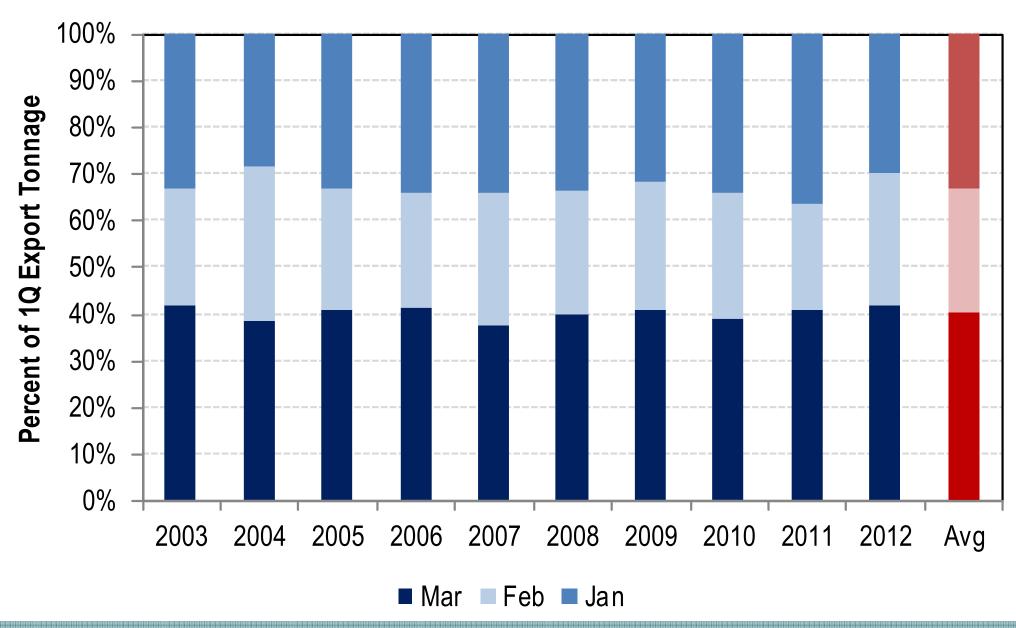




■ Hong Kong Exports to US/EU Sequential Tonnage Variance from Average

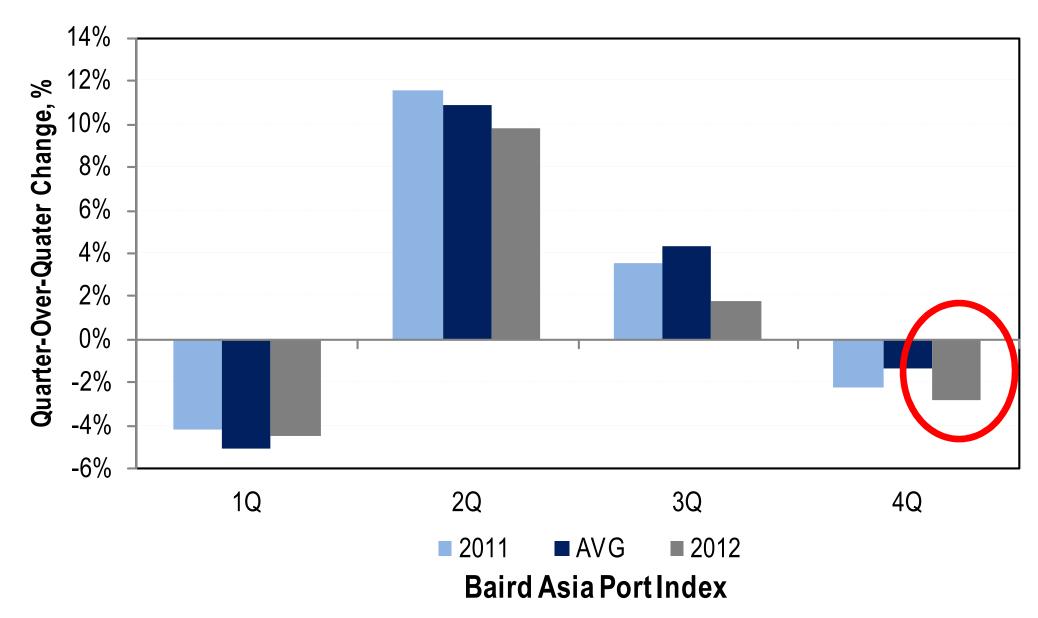
March AF Export Tonnage as a Percentage of 1Q Export Tonnage





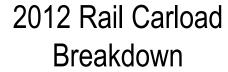
BAIRD

Sluggish 4Q12 Ocean Freight Trends in Asia Suggest AF's Recent Strength Was Episodic

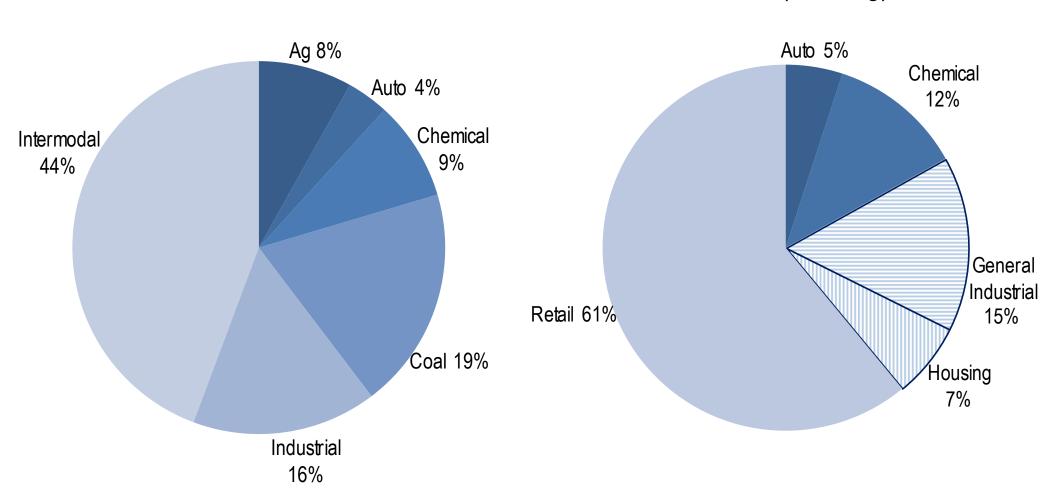


Downside Protection for Majority of Freight





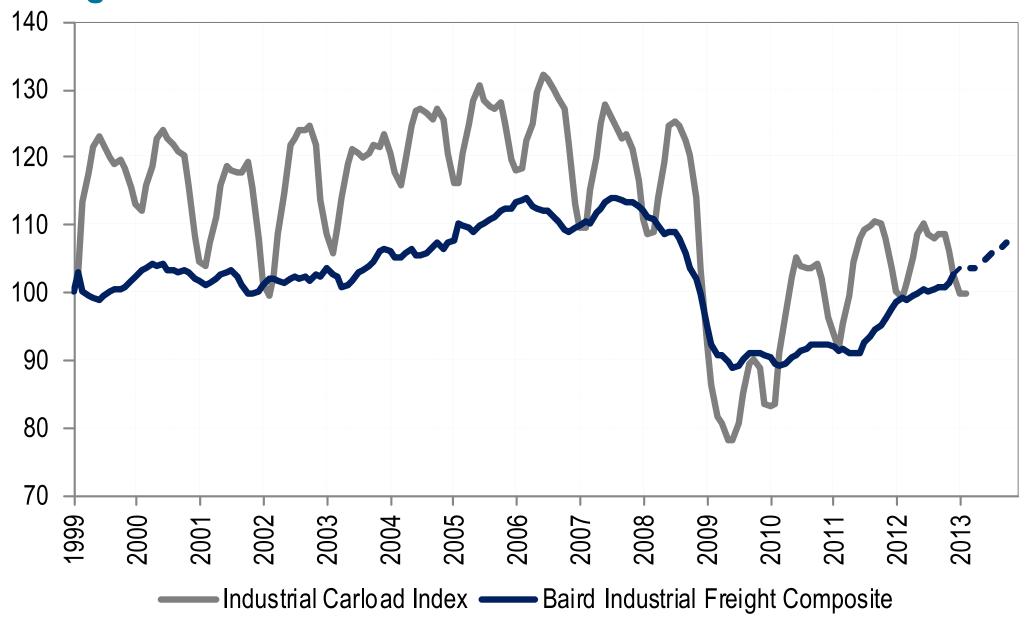
2012 Rail Carload Breakdown, ex-bulk (coal, ag)



Source: AAR

Industrial End-Market Recovery Supports Freight Outlook

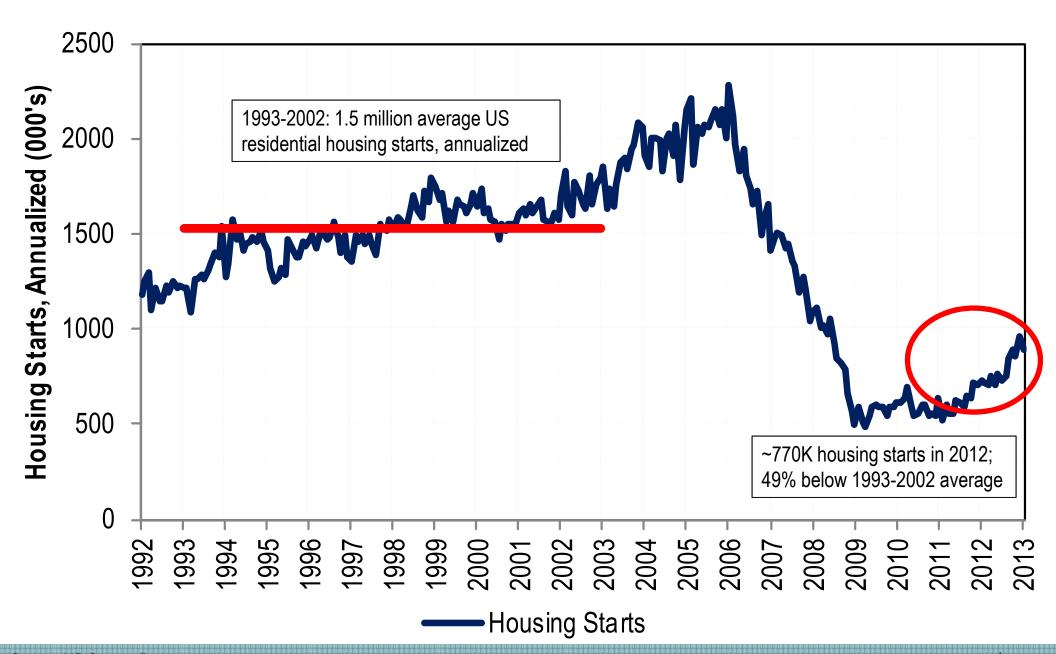




^{*}Composite includes Housing Starts, Non-Residential Construction, Industrial Production, N.A. Light Auto Production

Real Signs of a Housing Bottom

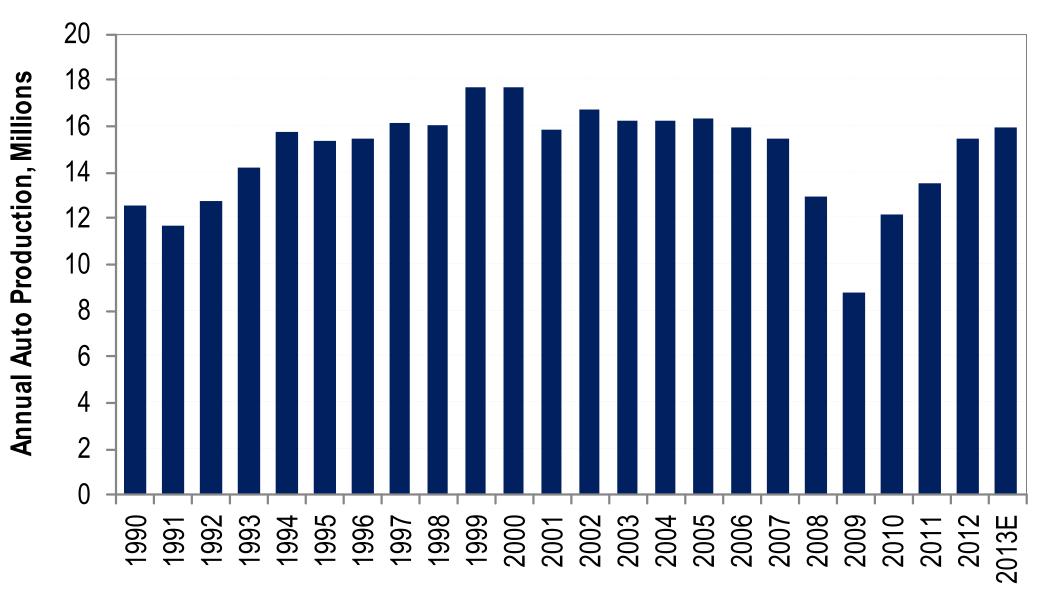




Source: US Census Bureau | 24

Automotive Market Recovering from Recessionary Lows





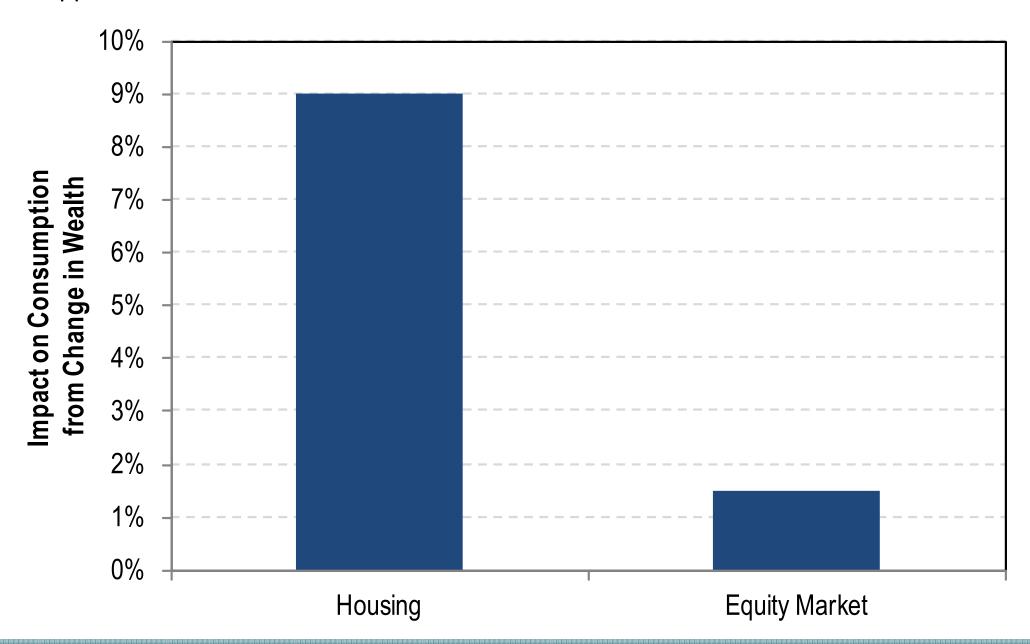
Annual Auto Production

Source: Ward's Auto

Housing's Wealth Effect 6x Greater than Stocks'



Support for US consumer demand



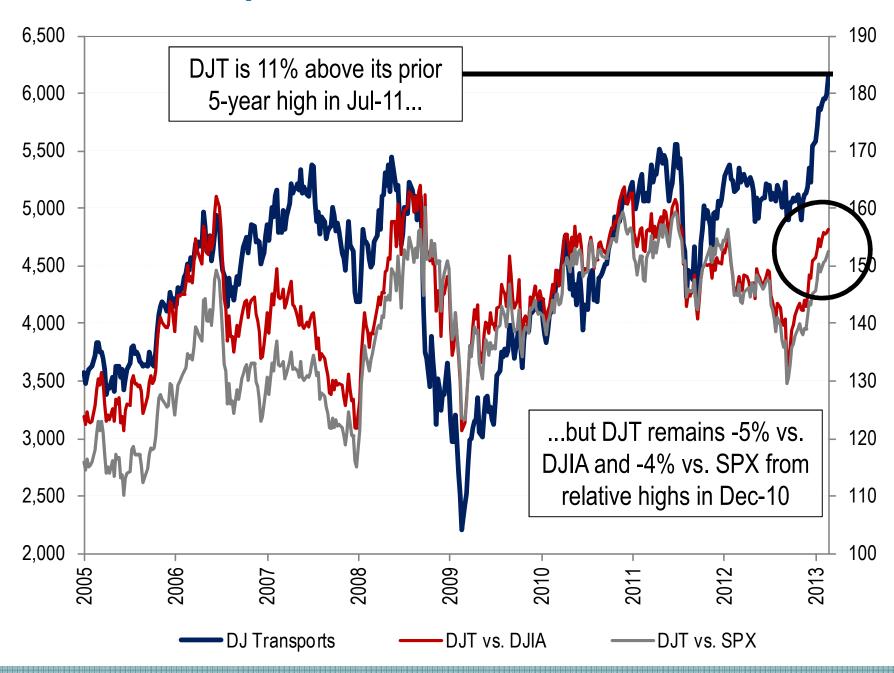
An Economy and an Industry at an Inflection Point



- What does the economy look like?
- What is the stock market telling us?
- This cycle's themes across the transportation industry:
 - Maturing growth: across modes in recent years, and likely will continue
 - "Productivity" headwinds: cost/unit has been rising since early 2000s
 - Continued consolidation: both among carriers and service providers
 - What does that mean for shippers? What does that mean for carriers?

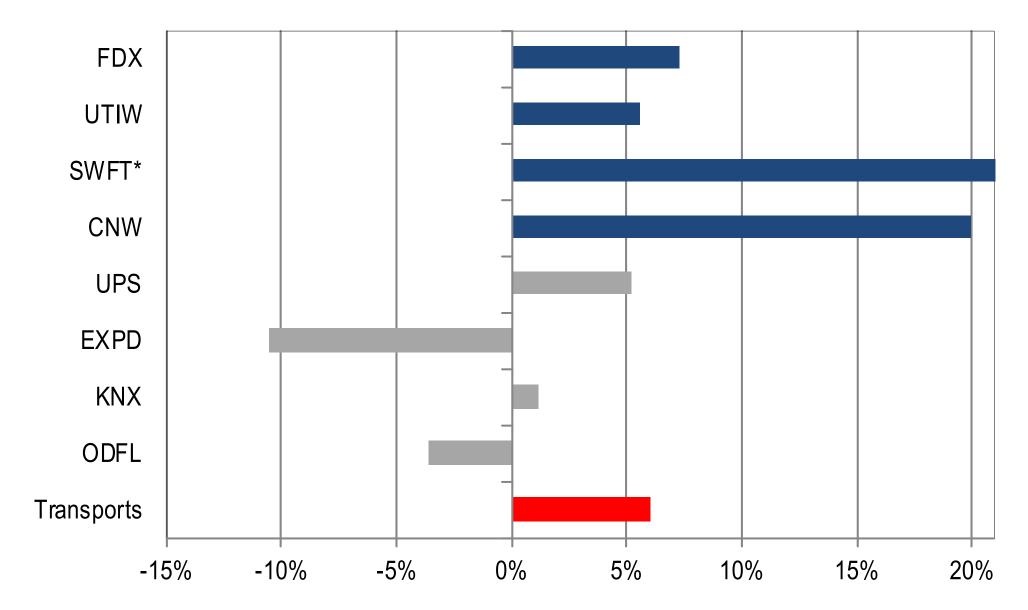
Dow Jones Transports vs. Benchmarks





Performance vs. S&P 500 2013 YTD Through March 11

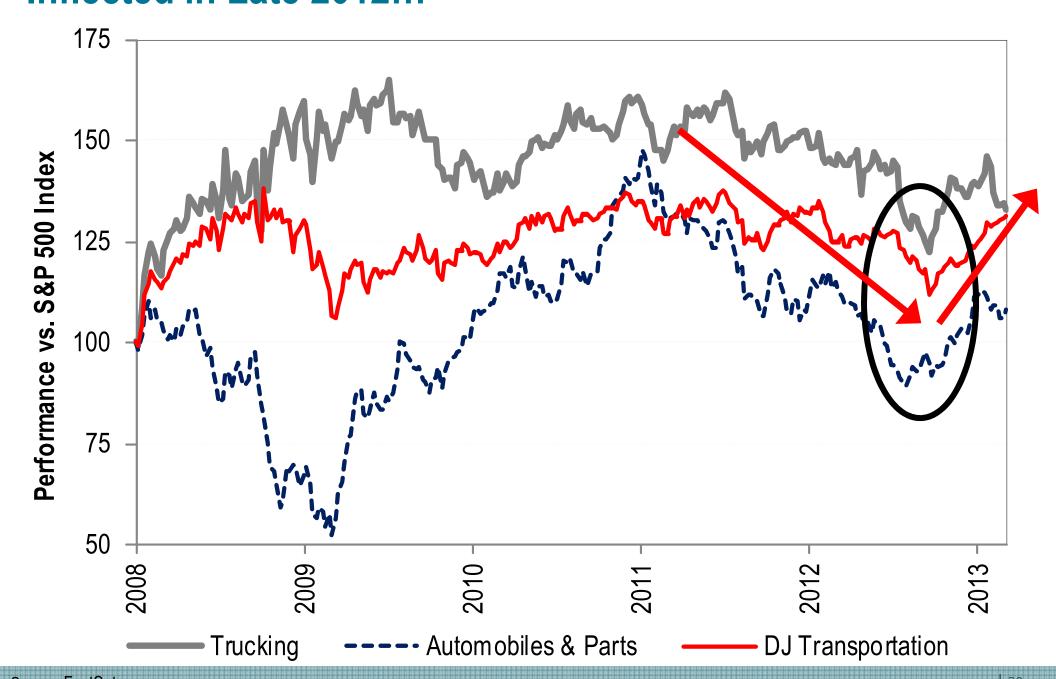




*SWFT +41% YTD

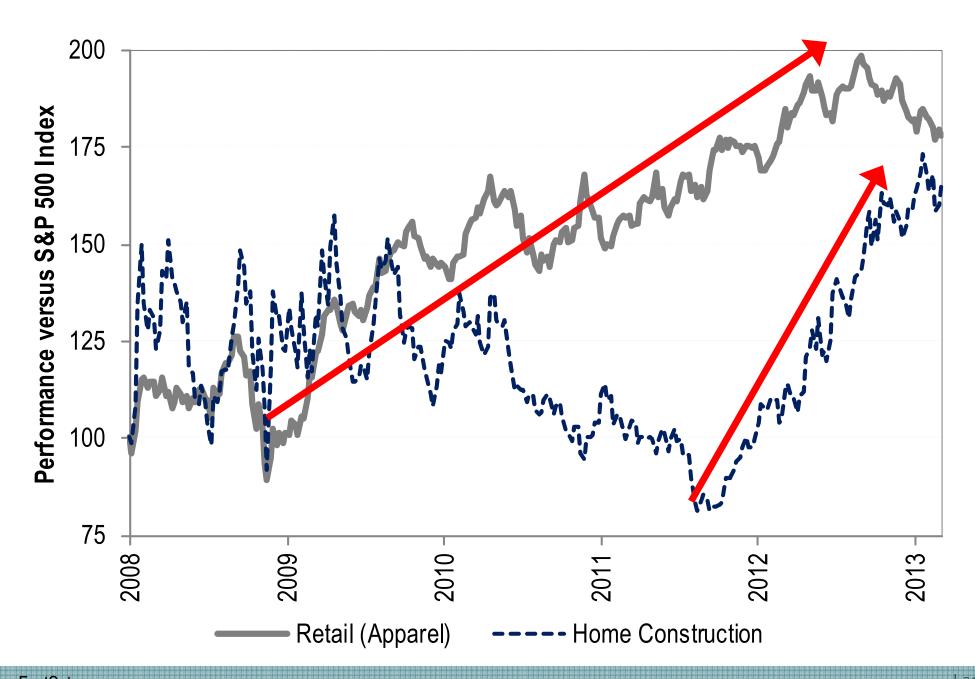
Early-Cycle Industrials' Stock Performance Inflected in Late 2012...





...Finally Following Freight-Sensitive Stocks





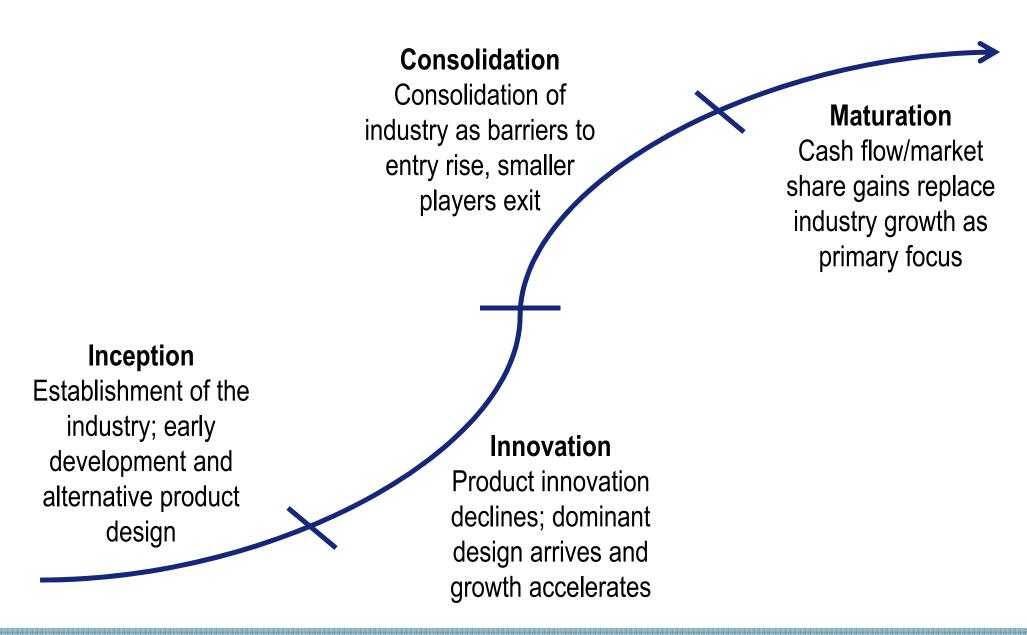
An Economy and an Industry at an Inflection Point



- What does the economy look like?
- What is the stock market telling us?
- This cycle's themes across the transportation industry:
 - Maturing growth: across modes in recent years, and likely will continue
 - "Productivity" headwinds: cost/unit has been rising since early 2000s
 - Continued consolidation: both among carriers and service providers
 - What does that mean for shippers? What does that mean for carriers?

Life Cycle of an Industry

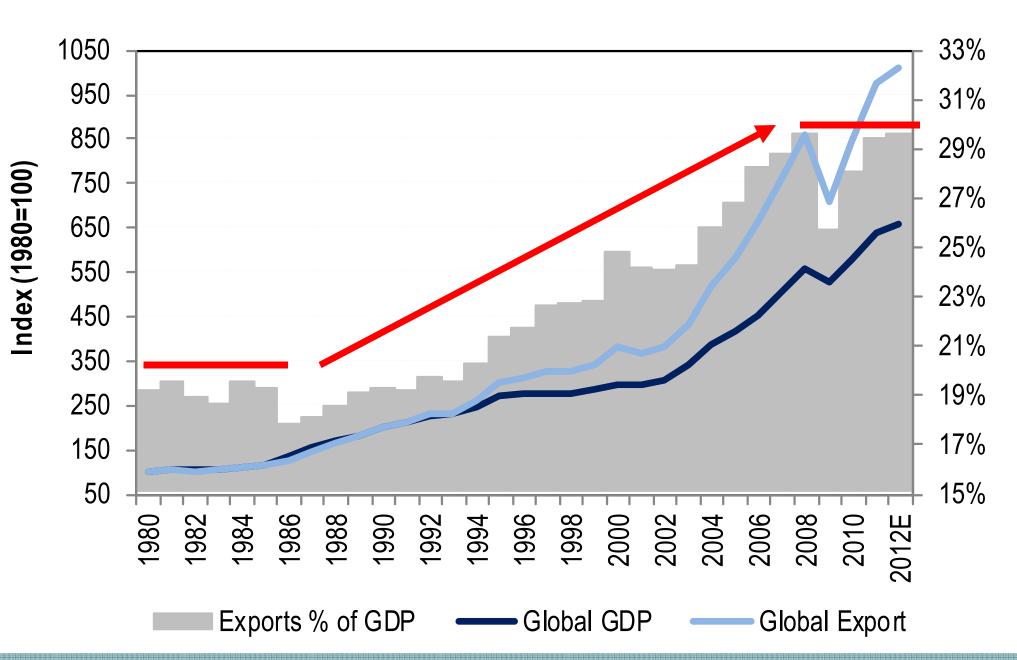




Source: Michael E. Porter, Baird

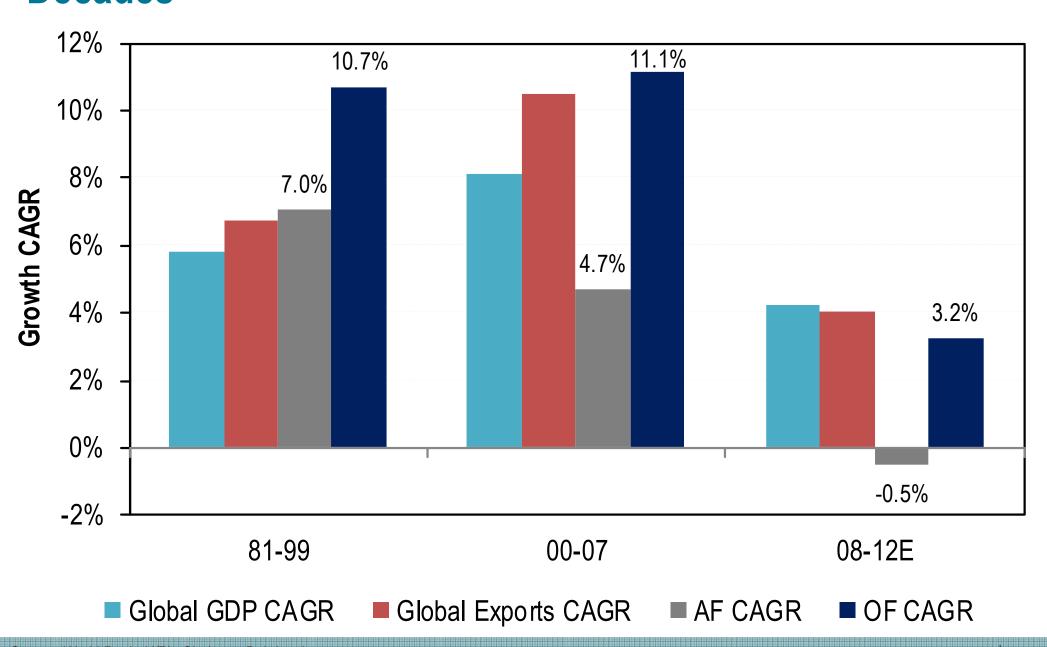
Exports' Penetration of GDP Plateauing





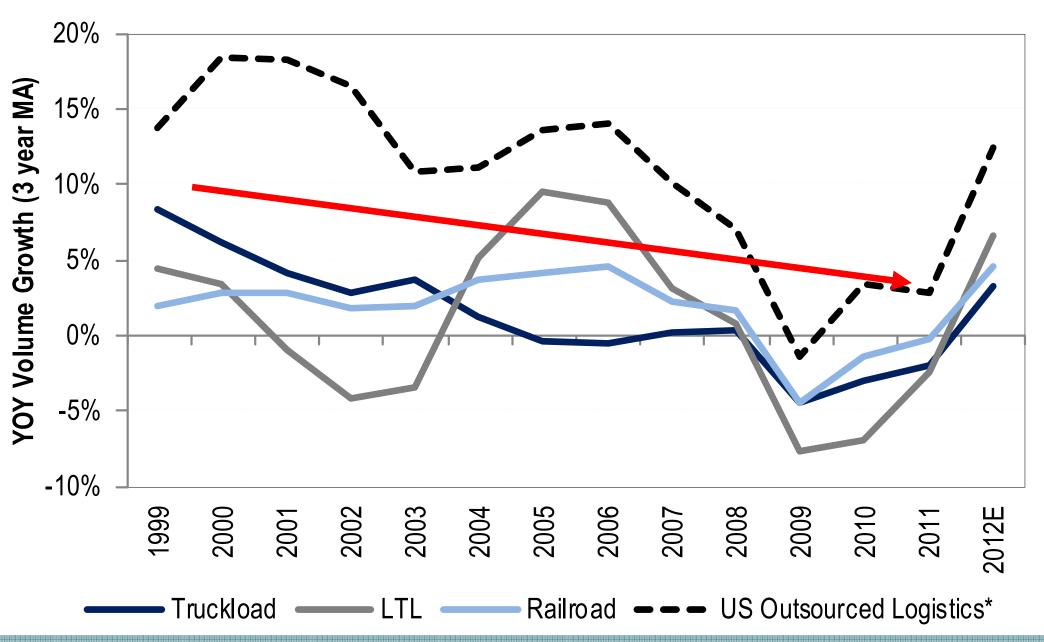
Slowing Growth Has Been a Theme for Years, if Not Decades





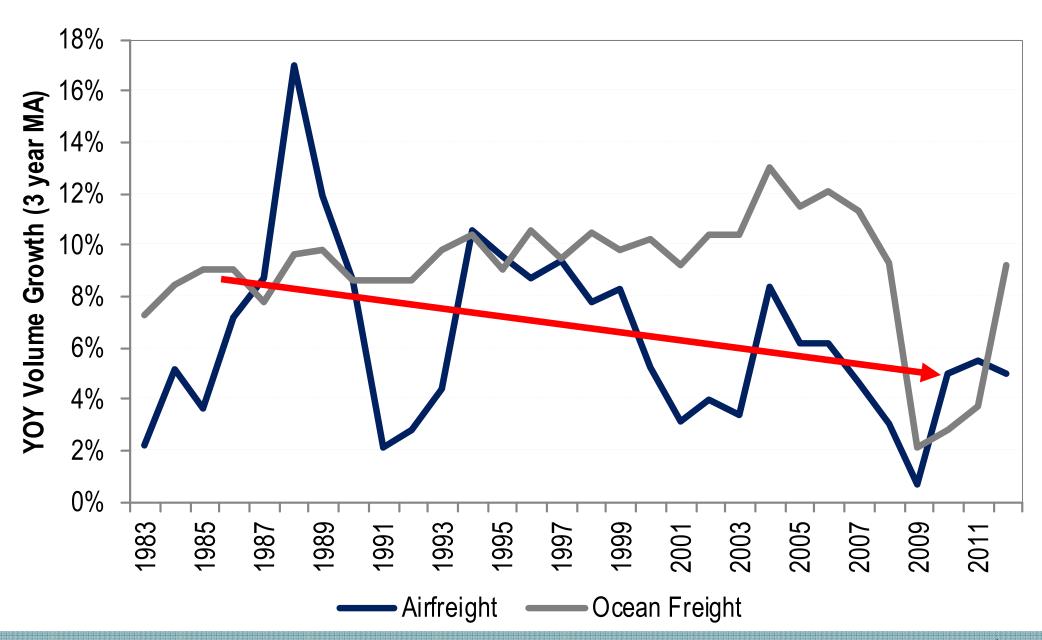
Growth of Logistics Has Slowed in Recent Years





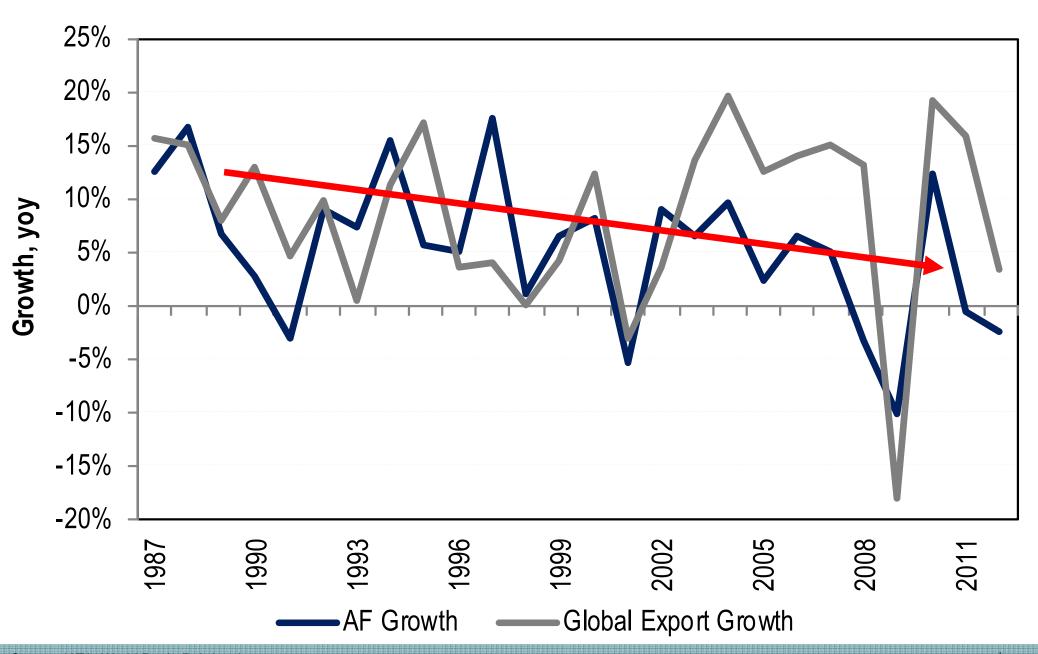
Growth of Logistics Has Slowed in Recent Years





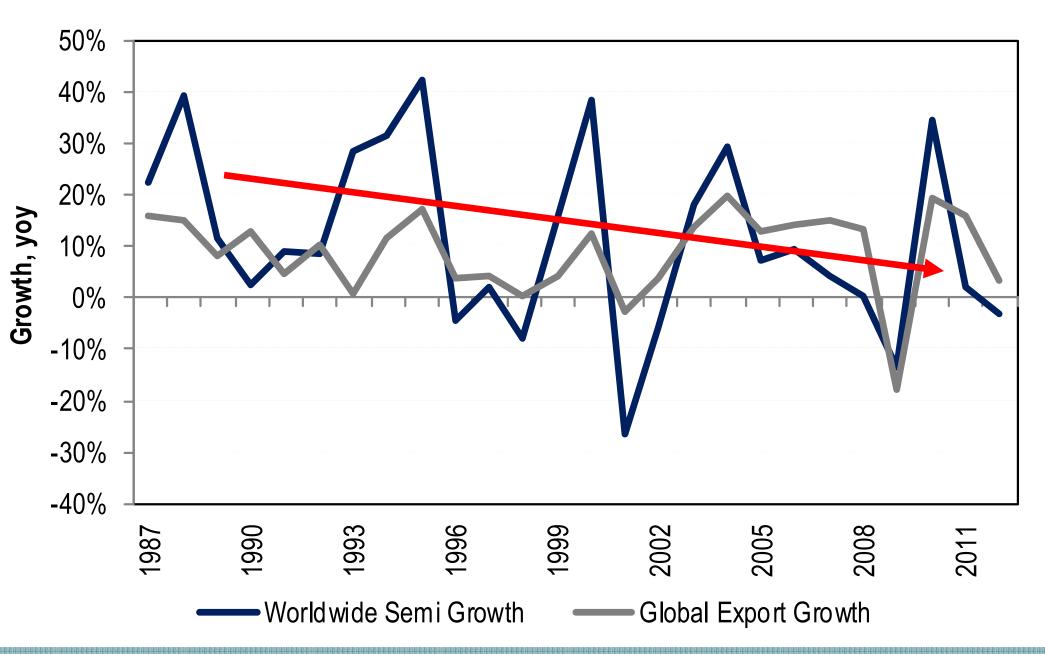
Growth Slowing in Key AF Volume Drivers





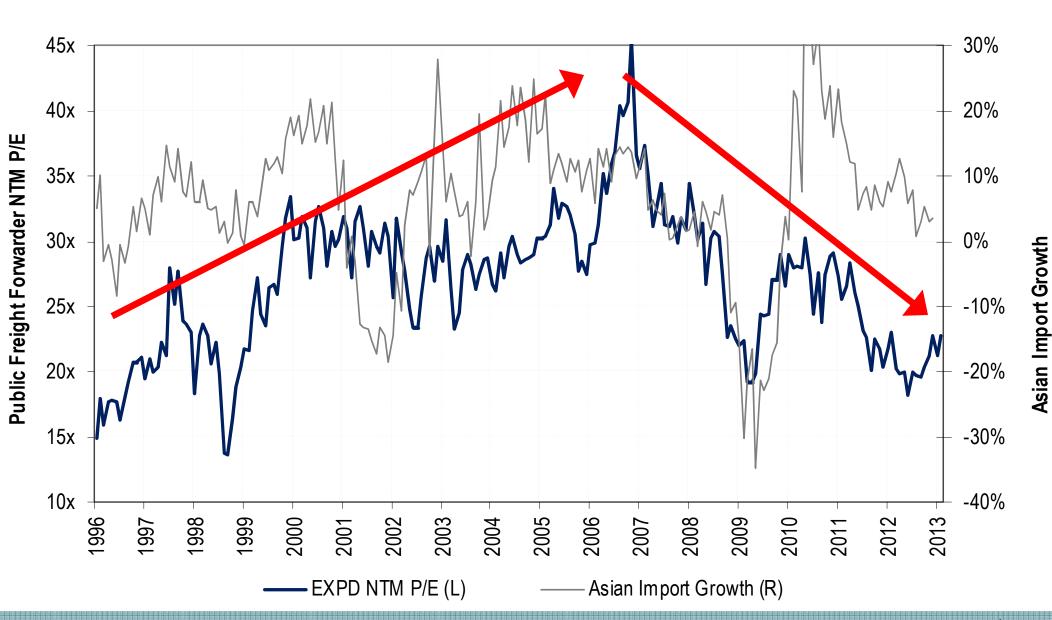
Growth Slowing in Key AF Volume Drivers





Freight Forwarders' Valuation (and Growth) Closely and Logically Linked with Trade Growth





Source: FactSet, IATA 40

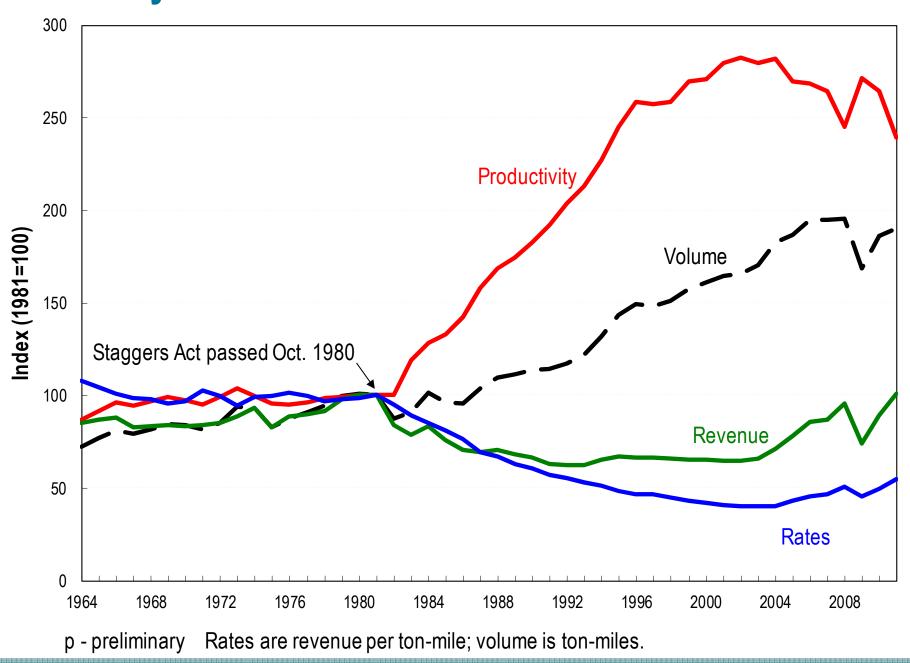
An Economy and an Industry at an Inflection Point



- What does the economy look like?
- What is the stock market telling us?
- This cycle's themes across the transportation industry:
 - Maturing growth: across modes in recent years, and likely will continue
 - "Productivity" headwinds: cost/unit has been rising since early 2000s
 - Continued consolidation: both among carriers and service providers
 - What does that mean for shippers? What does that mean for carriers?

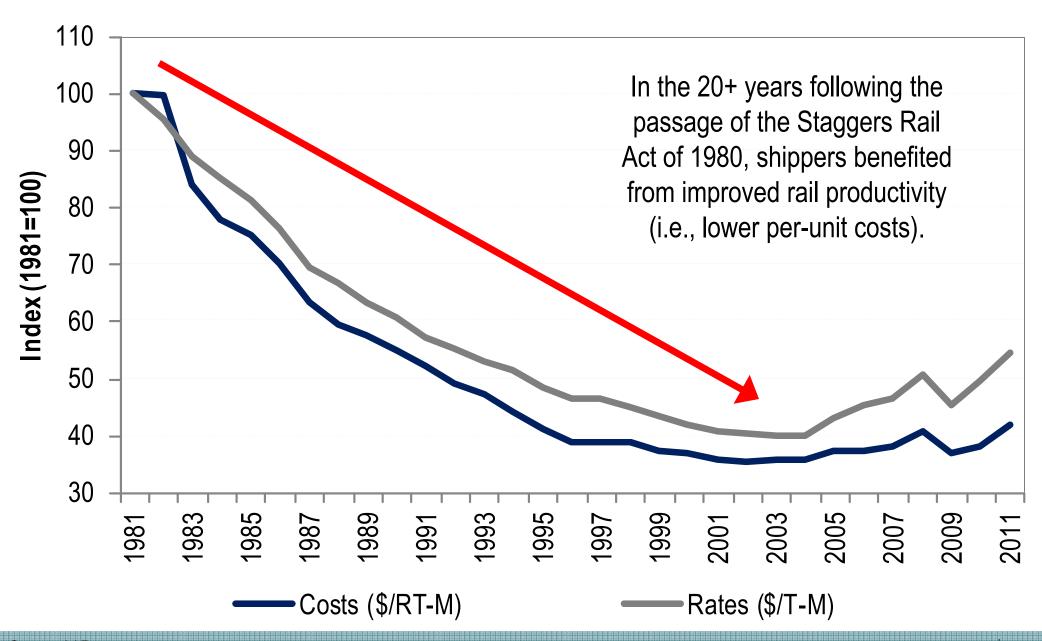
Rail Pricing "Renaissance" Coincided with Slowing Productivity Gains





Rising Rail Costs Supported the Need for Higher Rates from Shippers

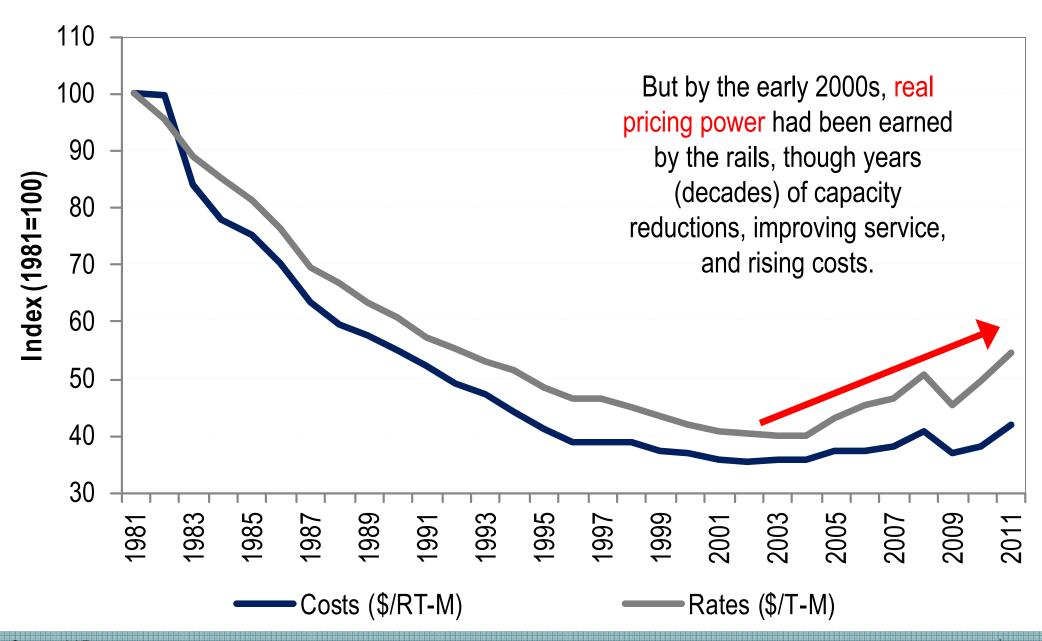




Source: AAR

Rising Rail Costs Supported the Need for Higher Rates from Shippers

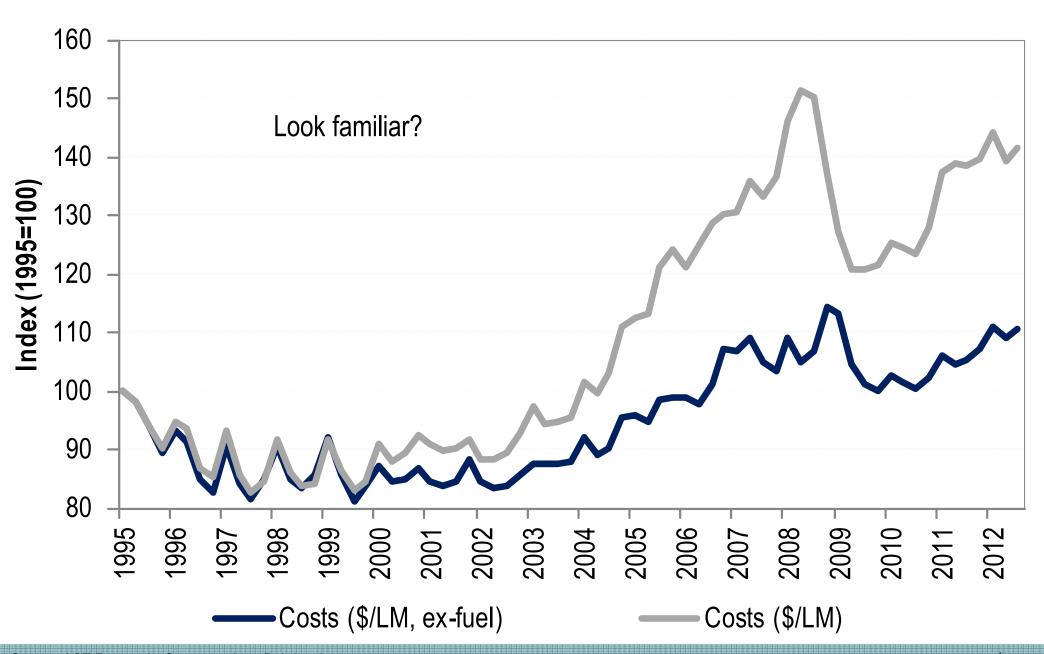




Source: AAR

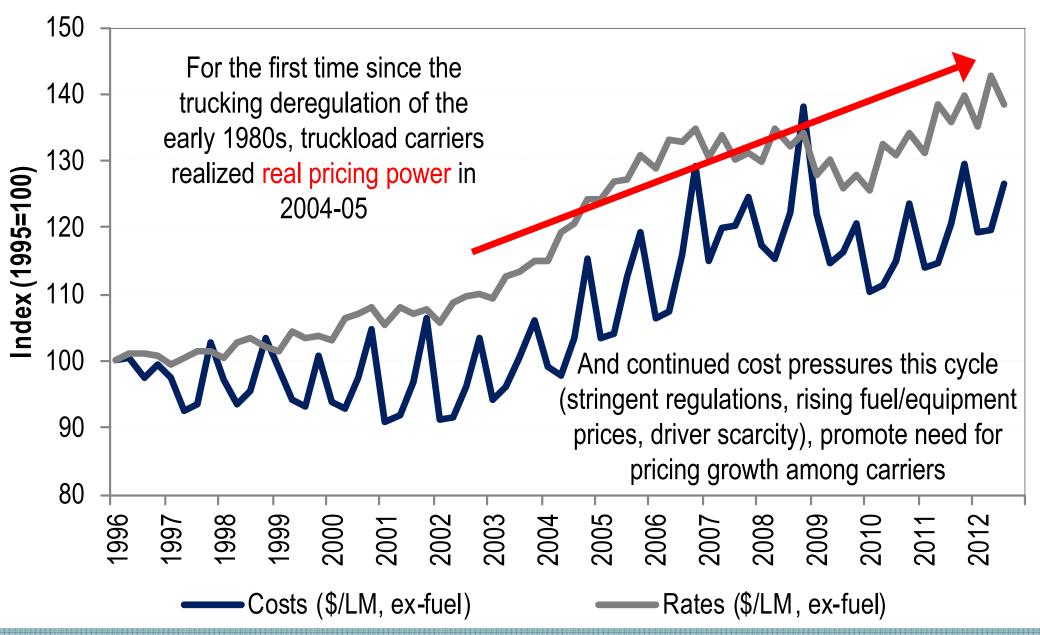
A Similar Dynamic Has Emerged in Trucking...





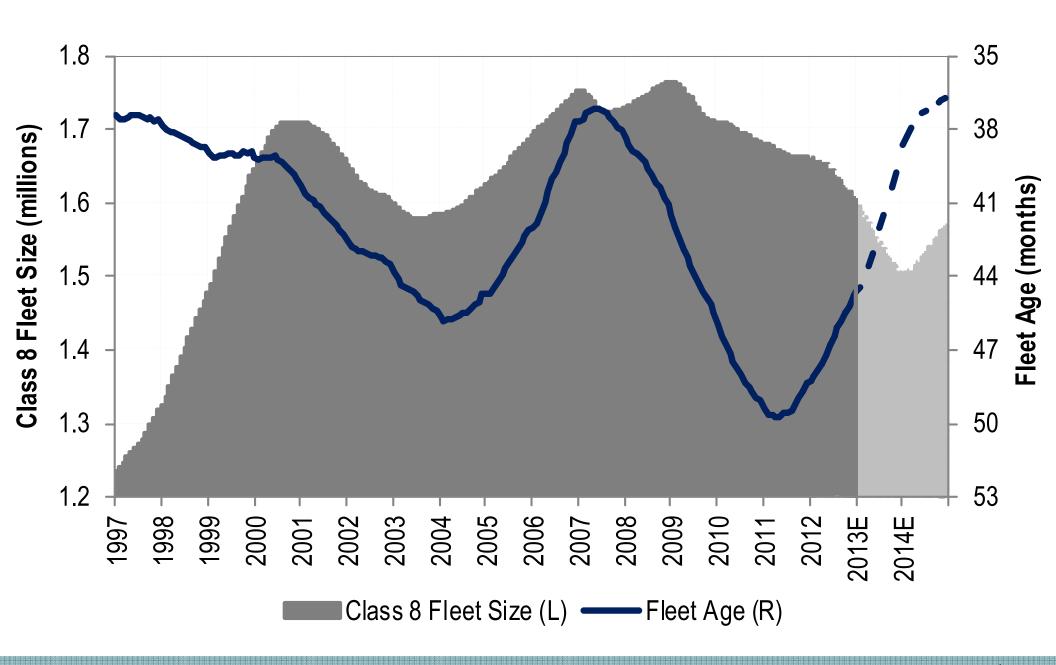
...Supporting Higher Truck Rates





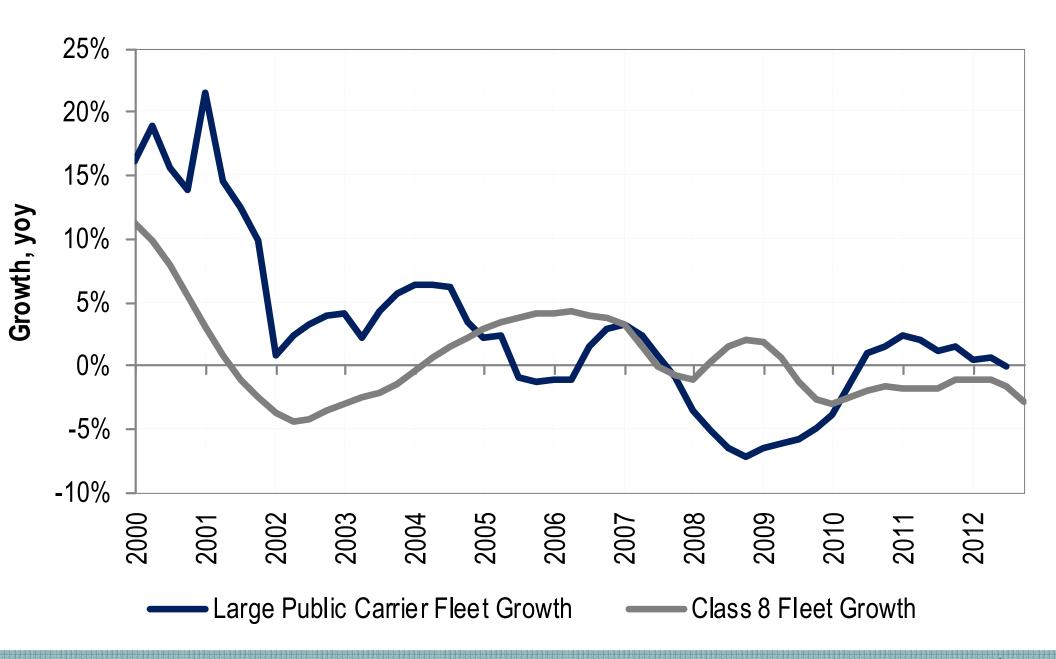
The Class 8 Fleet Is Shrinking...





... as Fleet Growth Has Remained Constrained





Increasing Regulations Also a Constraint

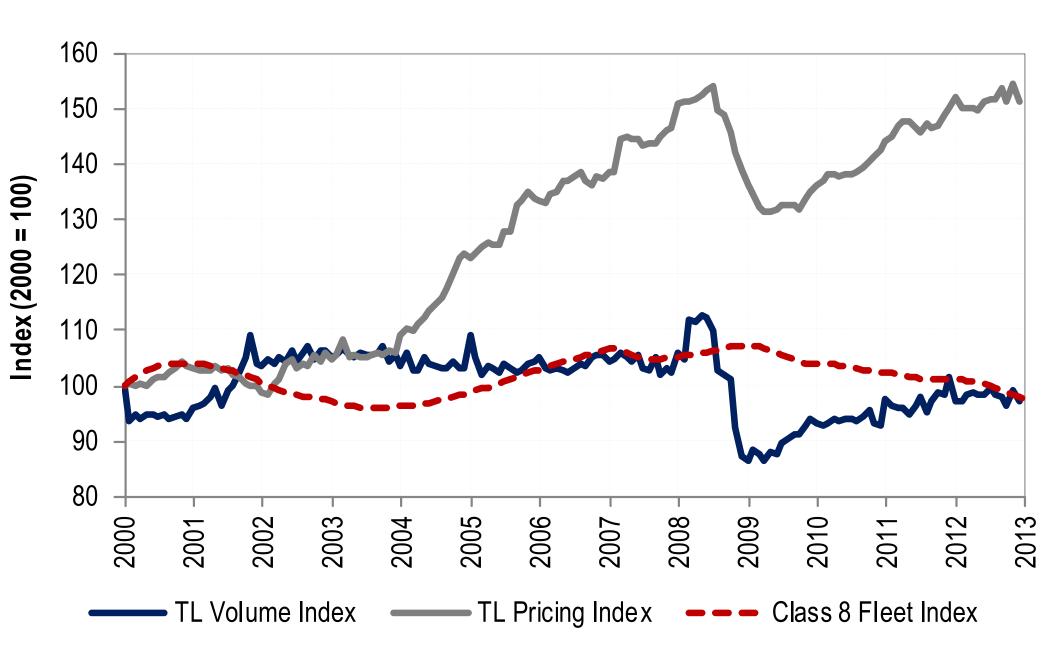


Regulatory Action	Implementation	Description	Effect		
Compliance, Safety, Accountability (CSA)	2011-13	Initiative to improve truck safety by evaluating driving performance of carriers and drivers. Evaluation process evolving.	Estimated to reduce carrier capacity by 3-9% and driver capacity by 9% (Schneider Trucking).		
Hours of Service (HOS)	Mid-2013	DOT proposal mandates breaks every 8 hours and adjusts restart provisions.	Estimated to reduce industry productivity by 2-3%.		
Electronic On-board Recorders (EOBRs)	Uncertain	Mandated devices on tractor-trailers that record driver behavior in order to prevent violation of driving laws.	\$500-\$2,000 per truck.		
Moving Ahead for Progress in the 21st Century Act	2013	Increases regulation of freight brokers and forwarders by increasing bond requirements, disclosure and registration.	Reduces number of freight brokers and carriers offering brokerage services.		
Governor Regulations	Uncertain	Mandatory speed limiters on all Commercial Motor Vehicles.	Reduces productivity.		
Entry-Level Driver Training	Uncertain	Investigating mandatory training requirements and institutional accreditation for final rule October 2013.	Alter new driver certification process.		

Source: FMCSA, Company data. Baird estimates

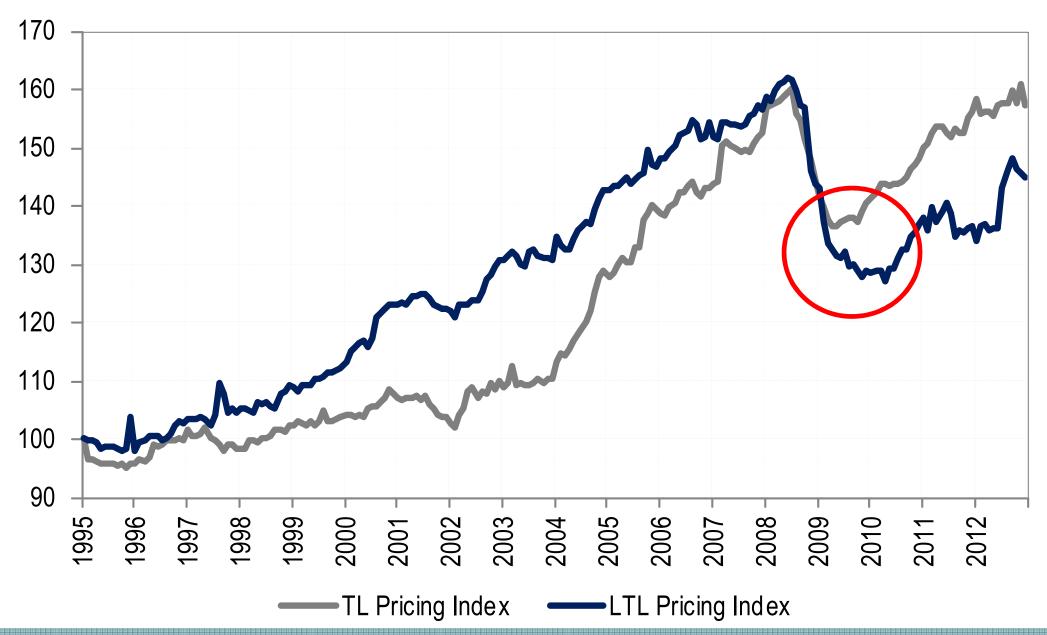
Capacity Restraint Has Improved Pricing





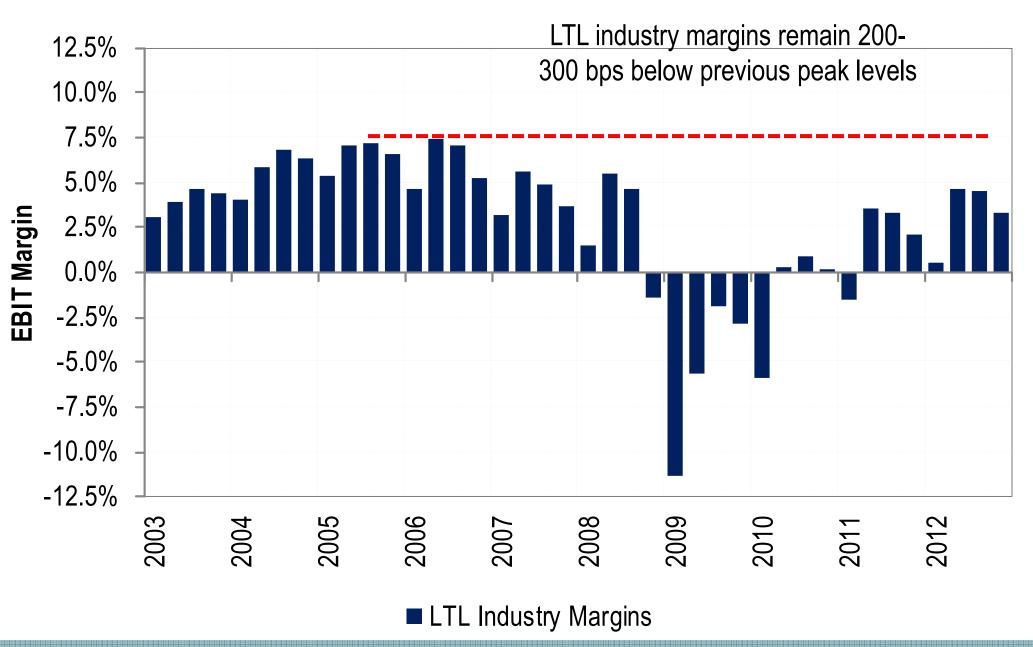
Why Does This Matter for LTL? Historical LTL Pricing Trends Are Coincident with TL





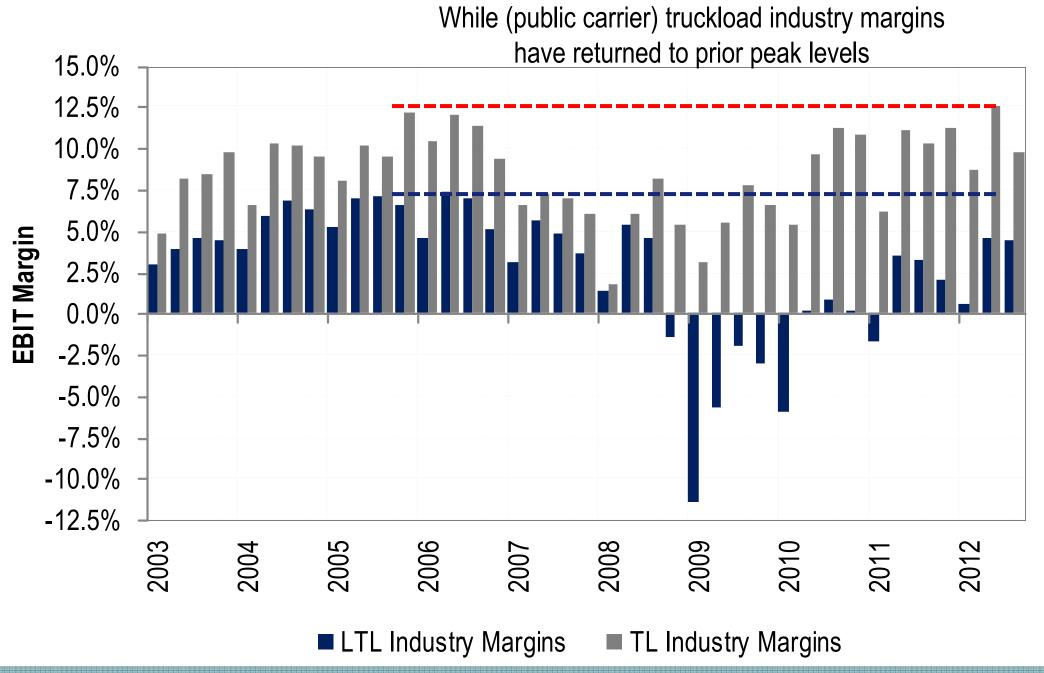
LTL Margins Have Recovered from Cycle's Lows...





...but Still Lag Truckload Margins





Real Pricing Power Emerging Across Domestic Modes



Truckload

- A new era of truckload regulation
- Operating cost pressures (equipment, fuel, driver pay)
- Capital constraints

LTL

- Pricing discipline emerging
- Depressed industry margins
- Capacity rationalized to lower volumes

Parcel

- DHL exit in 2009
- USPS struggles continue

Rails

- 40% of revenue modal competitive
- Inadequate capital returns; higher rates support continued investment

2013 Domestic Pricing Outlook Summary



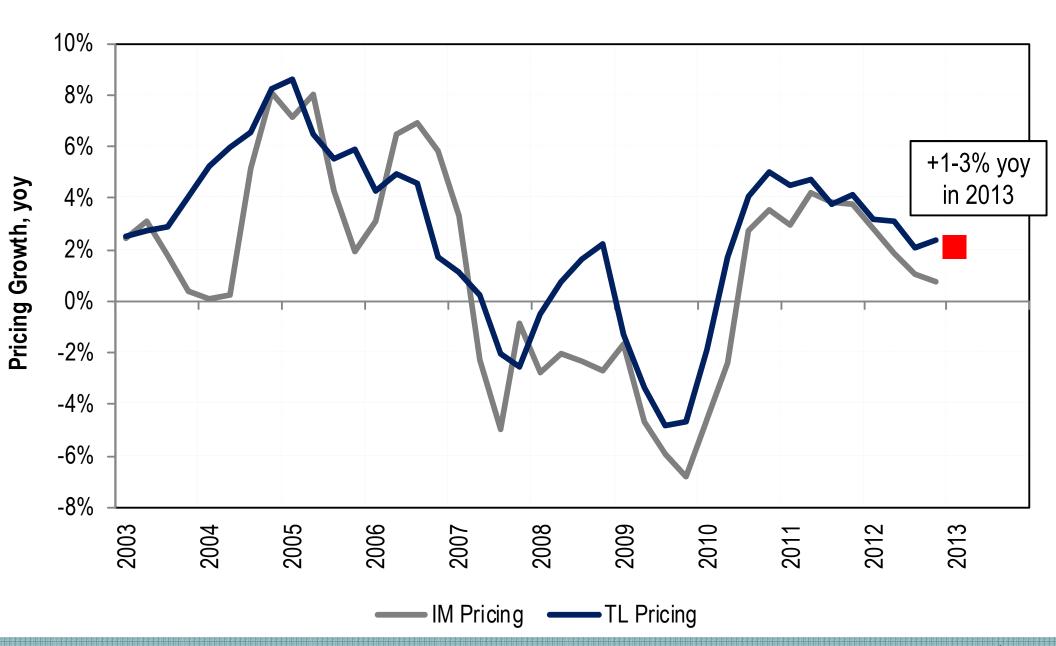
- Truckload market in equilibrium
- Strength of demand will determine upside to rate growth expectations
- Tight truck capacity (TL roughly 70% of US domestic freight spend) supports positive rates in other modes

FREIGHT RATE GROWTH BY MODE

	2004	2005	2006	2007	2008	2009	2010	2011	2012	2013E
Truckload	6%	5%	2%	-2%	-3%	-6%	1%	4%	2-3%	1-3%
Less-Than-Truckload	3%	3%	6%	-1%	-2%	-10%	-2%	5%	3-4%	2-4%
Rail	5%	6%	6%	6%	7%	5%	5%	5%	3-4%	2-4%
Domestic Intermodal	3%	4%	3%	1%	0%	-5%	0%	4%	2-3%	1-3%

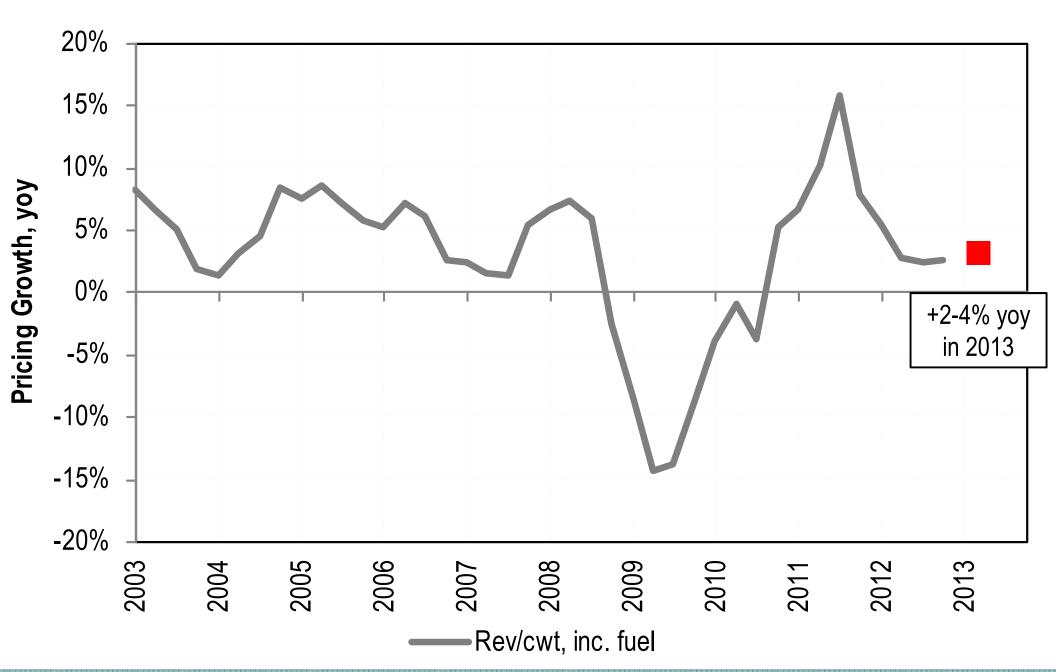
2013 Truckload/Intermodal Pricing Outlook





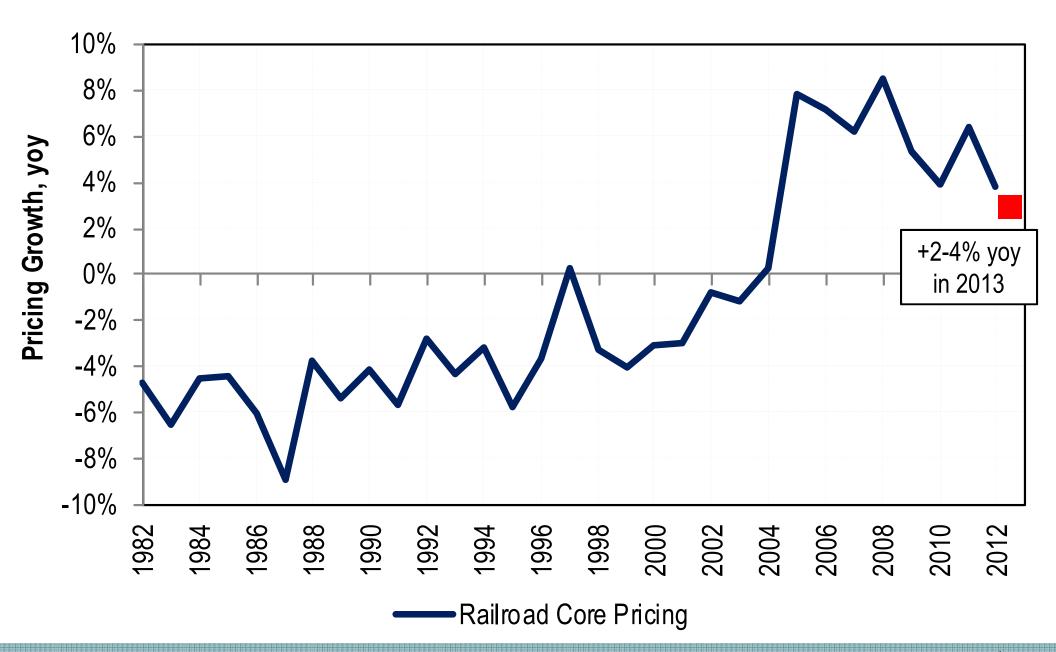
2013 LTL Pricing Outlook





2013 Rail Pricing Outlook





An Economy and an Industry at an Inflection Point



- What does the economy look like?
- What is the stock market telling us?
- This cycle's themes across the transportation industry:
 - Maturing growth: across modes in recent years, and likely will continue
 - "Productivity" headwinds: cost/unit has been rising since early 2000s
 - Continued consolidation: both among carriers and service providers
 - What does that mean for shippers? What does that mean for carriers?

Shakeout: LTL Bankruptcies and Shutdowns



1980-1985

- 1980 Admiral-Merchants Motor Freight Inc.; St. Paul, MN 1985 Clairmont Transfer Co.; Escanaba, MI Chippewa Motor Freight Inc.; Eau Claire, WI Intercity Transportation: Easton, MA Johnson Motor Lines; Charlotte, NC Rimes Trucking Co.: Chardon, OH Transport Motor Express Inc.; Ft. Wayne, IN Wilson Freight Co.; Cincinnati, OH
- 1981 Cooper-Jarrett Motor Freight Lines Inc.; Orange, NJ Jones Motor Co Inc.; Spring City, PA
- 1982 Boss-Linco Lines Inc.; Buffalo, NY Hemingway Transportation; New Bedford, MA Motor Freight Express System; York, PA Spector-Red Ball; Dallas, TX
- 1983 Central Transport; Sterling Heights, MI Commercial Motor Freight Inc. of IN; Indianapolis, IN Davidson Transfer & Storage Co.; Baltimore, MD Eazor Express; Pittsburgh, PA Gateway Transportation; La Crosse Glendenning Motorways Inc.; St. Paul, MN Gordon's Transports Inc.; Memphis, TN Hannibal-Quincy Truck Lines Inc.; Quincy, IL Maislin Brothers Transport Ltd.: La Salle, Quebec, CAN Richmond Cartage Inc.

Tucker Freight Lines; South Bend, IN 1984 Branch Motor Express; New York, NY Brigg's Transportation; St. Paul, MN Illinois-California Express; Denver, CO IML Freight Inc.; Salt Lake City, UT Interstate Motor Freight System; Grand Rapids, MI Mason & Dixon Lines Inc.; Kingsport, TN Ringsby Truck Lines Inc.; Denver, CO

1985-1990

- Commercial-Lovelace Motor Frieght; Columbus, OH Lee Way Motor Freight Inc.: Oklahoma City. OK Oneida Motor Freight Inc.; Carlstadt, NJ Tavnton's Freight System Inc.: Wellsboro. PA
- 1986 Campbell's 66 Express Inc.; Springfield, MO Hall's Motor Transit Co.; Harrisburg, PA McLean Trucking Co.; Winston-Salem, NC Mushroom Transportation; Philadelphia, PA
- 1987 Milne Truck Lines Inc.; Salt Lake City, UT Murphy Motor Freight Lines Inc.; St. Paul, MN Suburban Motor Freight Inc.; Columbus, OH System 99; Oakland, CA
- 1988 American Freight System; Overland Park, KS Brown Express Inc.: San Antonio. TX C.W. Transport Inc.; Wisconsin Rapids, WI Cleveland, Columbus, & Cincinnati Highway Inc.; Cleveland, OH Smith's Transfer Corp.; Staunton, VA T.I.M.E.-D.C. Inc.; Lubbock, TX
- 1989 Bender & Loudon Motor Freight; Akron, OH Blue Line Express: Nashua, NH Central Truck Lines Inc.: Tampa. FL **Gross Common Carriers** Holmes Route USA; Framingham, MA Horn's Motor Express Inc.; Chambersburg, PA Pilot Freight Carriers Inc.; Winston-Salem, NC Quinn Freight Lines; Brocton, MA Sterling Transit Company Inc.; Montebello, CA Tose-Fowler Inc.; Bridgeport, PA

1990-2000

1990 AAA; Trenton, NJ Allegheny Freight Lines; Winchester, VA Arrow Carrier Corp.: North Bergen, NJ Bowman Transportation; Atlanta, GA Brown Transport Corp.: Atlanta, GA P.I.E. Nationwide Inc.; Jacksonville, FL Penn Yan Express; Penn Yan, NY Riss & Co. Inc.; Kansas City, MO Transcon Lines, Los Angeles, CA

- 1991 Central Storage & Transfer Co.; Harrisburg, PA Edson Express; Denver, CO Jones Truck Lines Inc.; Springdale, AR
- 1992 Be-Mac Transport Co.; St. Louis, MO Middlewest Freightways Inc.; St. Louis, MO North Penn Transfer: Lansdale, PA
- 1993 Friiedman's Express; Wilkes-Barre, PA Inter-City Truck Lines; Mississauga, Ontario, CAN Motorways Ltd.; Toronto, Ontario, CAN St. Johnsbury Trucking Co Inc.; St. Johnsbury, VT Standard Trucking Co.; Charlotte, NC
- 1994 Churchill Truck Lines Inc.; Chillicothe, MO
- 1995 Willig Freight Lines: San Francisco. CA
- 1996 Bee Line Motor Freight Co.; Omaha, NE Birmingham Nashville Express Charlton Brothers; Hagerstown, MD Fore-Way Express Inc.; Wausau, WI Hover Trucking Co.; South Bend, IN Ideal Truck Lines; Norton, KS
- 1997 Atlanta Motor Lines; Conley, GA Coles Express Inc.; Bangor, ME Commercial Motor Freight Inc. of IN; Indianapolis, IN Hyman Freightways Inc.: St. Paul. MN Interlink Freight Systems; Toronto, Ontario, CAN Merchants Fast Motor Lines Inc.; Abilene, TX Spartan Express Inc.; Greer, SC
- 1998 ANR Advance Transportation Co.; Milwaukee, WI Holmes Freight Lines; Omaha, NE
- 1999 Nationsway Transport Services; Commerce City, CO Preston Trucking Inc.; Preston, MD

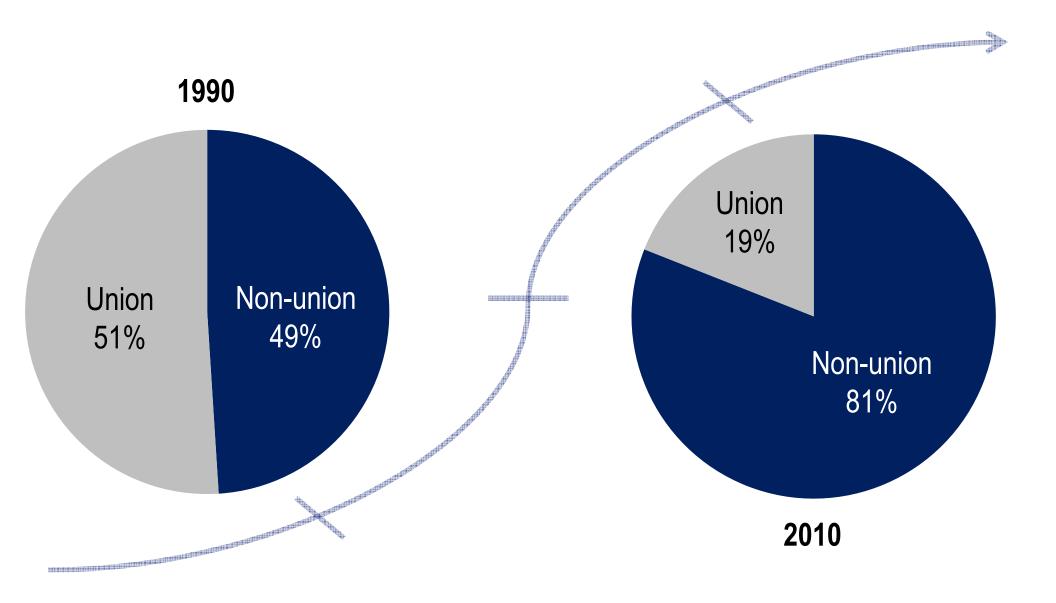
2000-present

- 2000 Crouse Cartage Co.; Carroll, IA 2002 A-P-A Transport Corp.; North Bergen, NJ Consolidated Freightways Corp.: Vancouver, WA H&W Motor Express; Dubuque, IA Nussbaum Trucking: Normal, IL Rudolf Express; Bourbonais, IL
- 2003 Alterman Transport Lines; Opa Locka, FL Crescent Truck Lines: Havwood, CA 2004 Guaranteed Overnite Delivery
- K&R Express Systems; Blue Ridge, IL Parker Motor Freight; Grand Rapids, MI USF Red Star; Newark, NJ

Source: Industry data 60

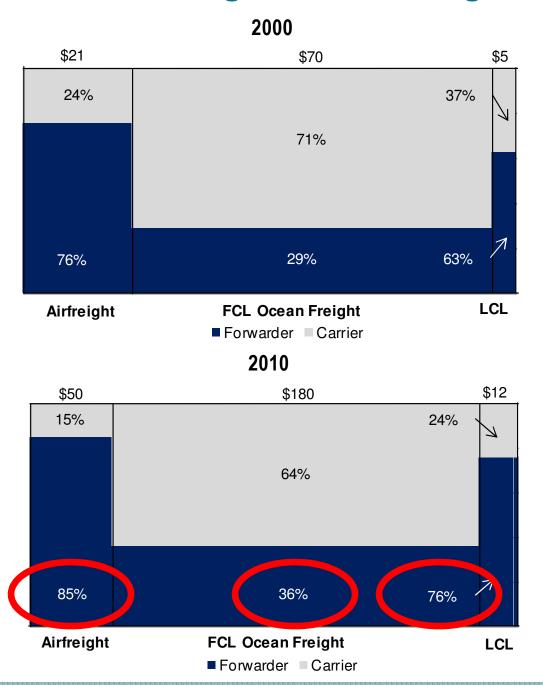
Regional, Non-union Carrier the Dominant Design





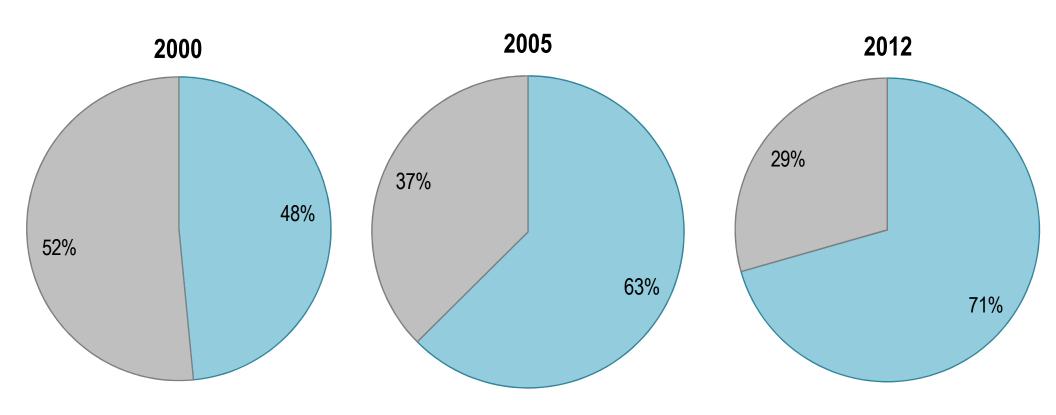
Also Applicable to Int'l Freight Forwarding





Consolidation Among Forwarders' Supplers: Ocean Carriers

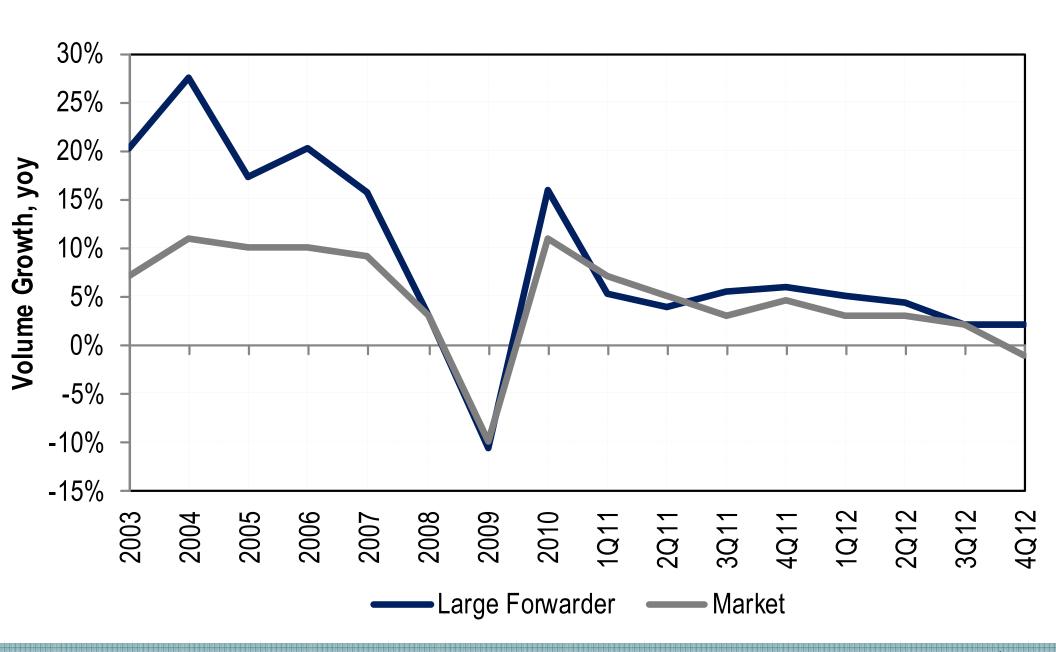




■ Top 20 ■ Other

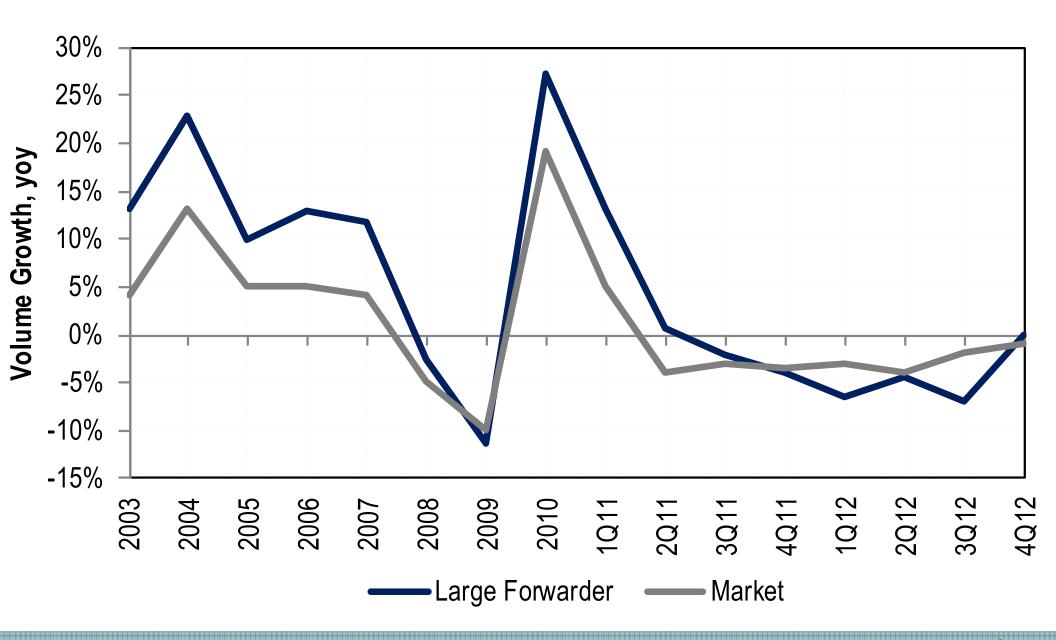
Forwarding Share Gains Have Slowed in OF...





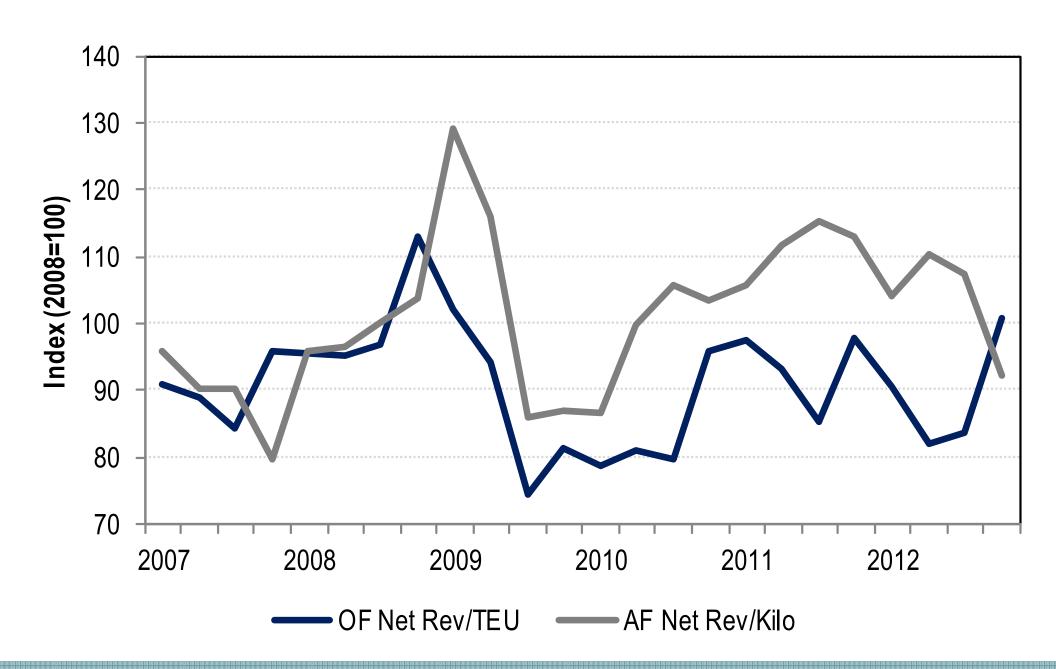
...and AF Given Competition, Commoditization





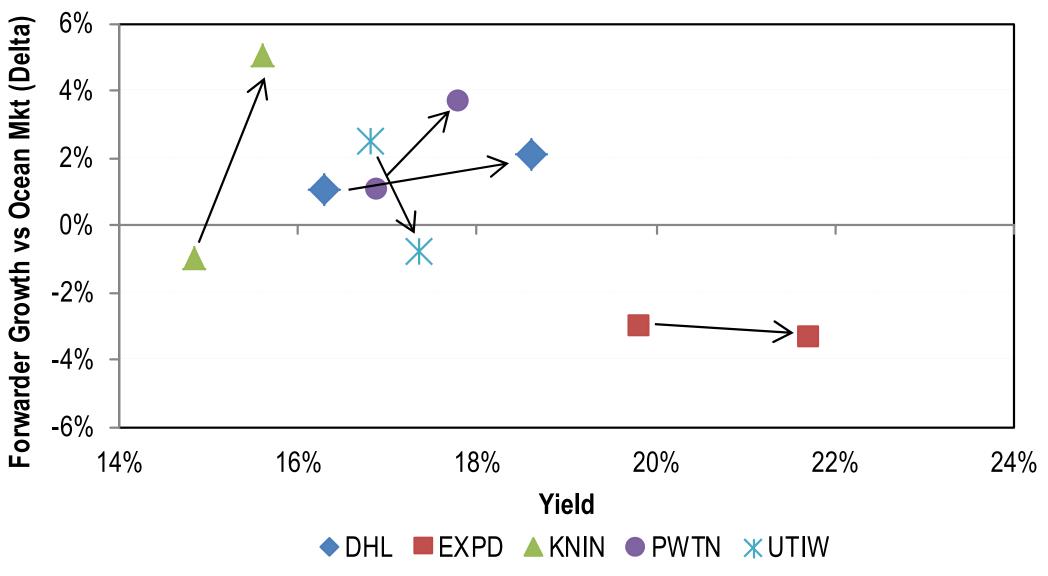
Increased Forwarding Competition Pressuring Yields BAIRD





OF Share Dynamics Differ By Forwarder; But Weaker OF Volumes Have Aided Reported Yields

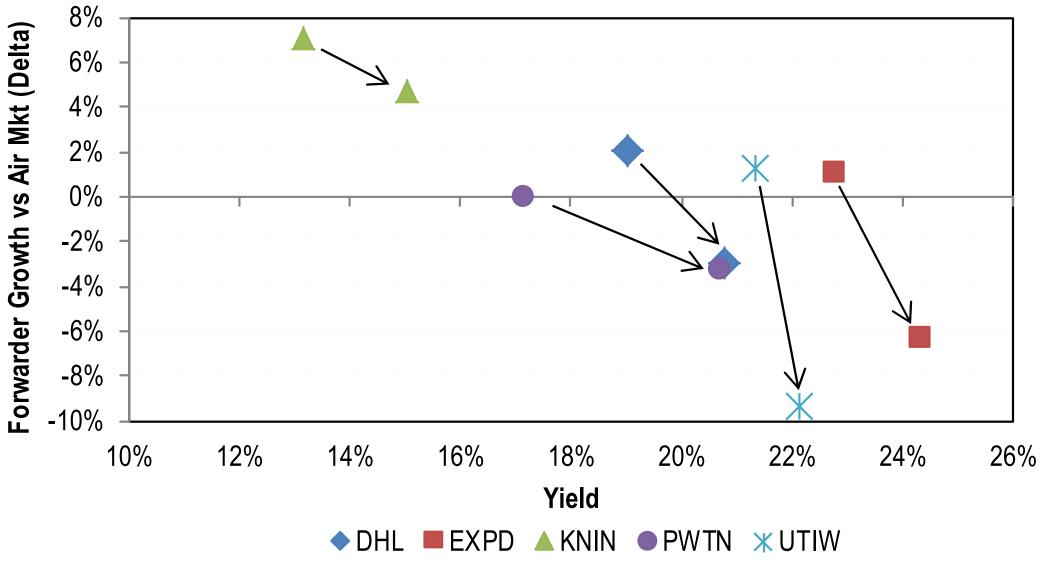




Market Growth: 2008 +3% yoy vs. 2012E +3% yoy

BAIRD

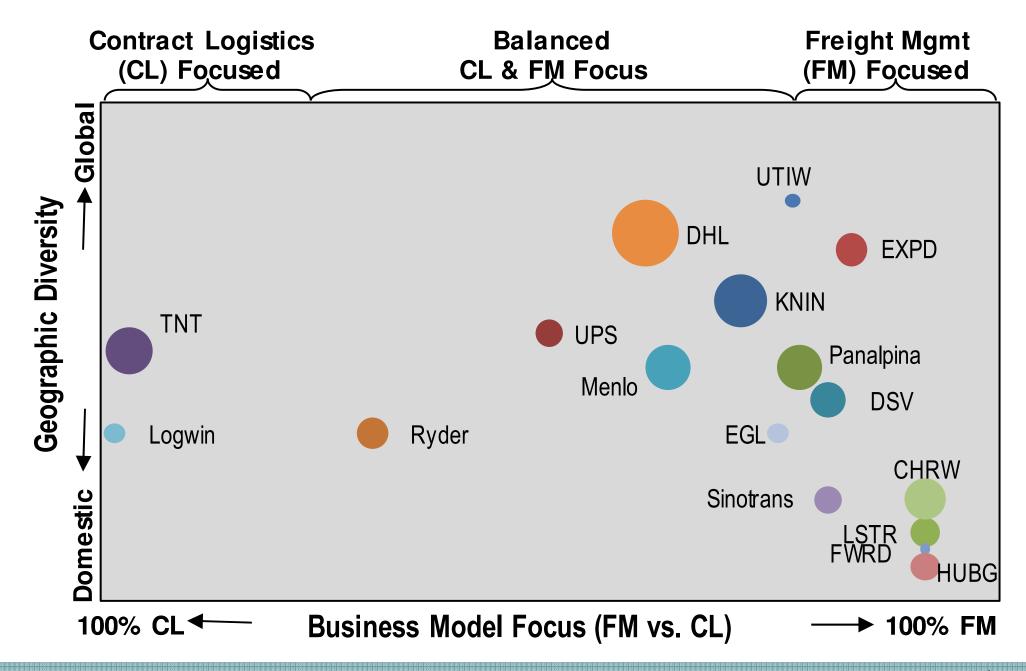
AF Share Gains Have Slowed; And Yields Have Improved. How?



Market Growth: 2008 -5% yoy vs. 2012E -3% yoy

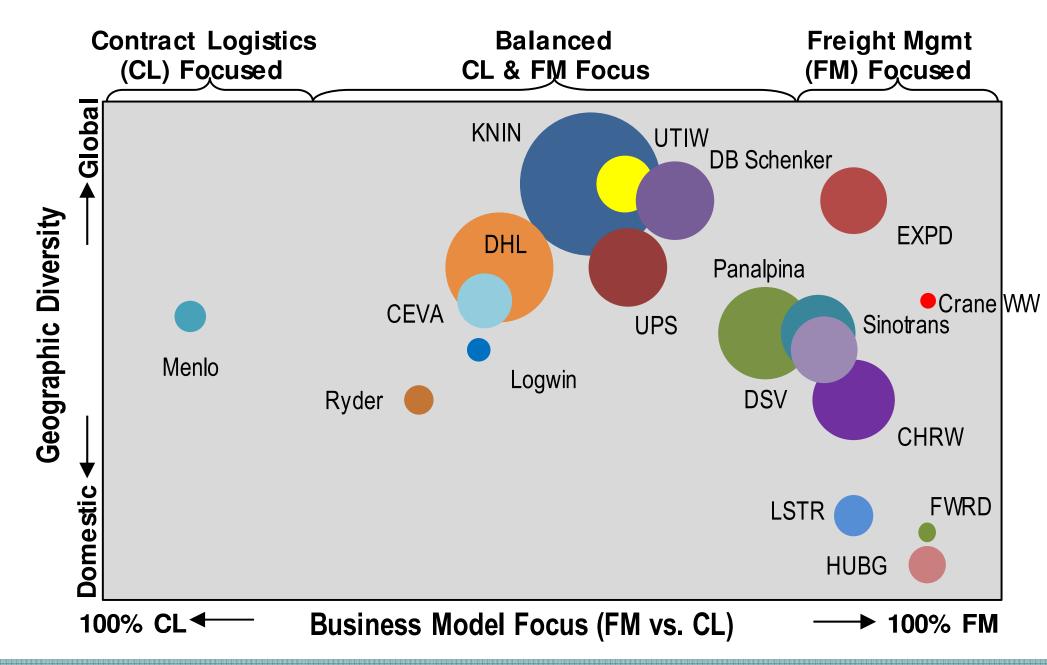
Competitive Landscape, 2000





Competitive Landscape, 2010





An Economy at an Inflection Point



- What does the economy look like? Growth is slowing, but trajectory remains positive
- What is the stock market telling us? Recent outperformance by early-cycle stocks reflect investor optimism in a potential reacceleration in economic growth
- Cycles historically last six years: How does the current differ from the last?
 - Consumer confidence, US unemployment, fiscal/macro uncertainty remain overhangs, but...
 - Retail inventories are 7% below 2006 levels
 - US housing starts remain 50% below average levels during 1990s
 - Changing total landed cost dynamics (labor, energy costs) support increased North American-based manufacturing activity



- Maturing growth: across modes in recent years, and likely will continue
- "Productivity" headwinds: cost/unit has been rising since early 2000s
- Continued consolidation: both among carriers and service providers
- What does that mean for shippers? What does that mean for carriers?

- The post-deregulation era of falling transportation rates is ending
- But savings can be achieved through:
 - Collaboration between shippers and carriers
 - Adoption of new technologies
 - Transaction and process automation



- Maturing growth: across modes in recent years, and likely will continue
- "Productivity" headwinds: cost/unit has been rising since early 2000s
- Continued consolidation: both among carriers and service providers
- What does that mean for shippers? What does that mean for carriers?

- The post-deregulation era of falling transportation rates is ending
- But savings can be achieved through:
 - Collaboration between shippers and carriers
 - Adoption of new technologies
 - Transaction and process automation



- Maturing growth: across modes in recent years, and likely will continue
- "Productivity" headwinds: cost/unit has been rising since early 2000s
- Continued consolidation: both among carriers and service providers
- What does that mean for shippers? What does that mean for carriers?

- The post-deregulation era of falling transportation rates is ending
- But savings can be achieved through:
 - Collaboration between shippers and carriers
 - Adoption of new technologies
 - Transaction and process automation



- Maturing growth: across modes in recent years, and likely will continue
- "Productivity" headwinds: cost/unit has been rising since early 2000s
- Continued consolidation: both among carriers and service providers
- What does that mean for shippers? What does that mean for carriers?

- The post-deregulation era of falling transportation rates is ending
- But savings can be achieved through:
 - Collaboration between shippers and carriers
 - Adoption of new technologies
 - Transaction and process automation



Robert W. Baird & Co. and/or its affiliates expect to receive or intend to seek investment-banking related compensation from the company or companies mentioned in this report within the next three months.

Robert W. Baird & Co. Incorporated may not be licensed to execute transactions in all foreign listed securities directly. Transactions in foreign listed securities may be prohibited for residents of the United States. Please contact a Baird representative for more information.

Investment Ratings: **Outperform (O)** - Expected to outperform on a total return, risk-adjusted basis the broader U.S. equity market over the next 12 months. **Neutral (N)** - Expected to perform in line with the broader U.S. equity market over the next 12 months. **Underperform (U)** - Expected to underperform on a total return, risk-adjusted basis the broader U.S. equity market over the next 12 months.

Risk Ratings: L - Lower Risk - Higher-quality companies for investors seeking capital appreciation or income with an emphasis on safety. Company characteristics may include: stable earnings, conservative balance sheets, and an established history of revenue and earnings. A - Average Risk - Growth situations for investors seeking capital appreciation with an emphasis on safety. Company characteristics may include: moderate volatility, modest balance-sheet leverage, and stable patterns of revenue and earnings. H - Higher Risk - Higher-growth situations appropriate for investors seeking capital appreciation with the acceptance of risk. Company characteristics may include: higher balance-sheet leverage, dynamic business environments, and higher levels of earnings and price volatility. S - Speculative Risk - High-growth situations appropriate only for investors willing to accept a high degree of volatility and risk. Company characteristics may include: unpredictable earnings, small capitalization, aggressive growth strategies, rapidly changing market dynamics, high leverage, extreme price volatility and unknown competitive challenges.



Valuation, Ratings and Risks. The recommendation and price target contained within this report are based on a time horizon of 12 months but there is no guarantee the objective will be achieved within the specified time horizon. Price targets are determined by a subjective review of fundamental and/or quantitative factors of the issuer, its industry, and the security type. A variety of methods may be used to determine the value of a security including, but not limited to, discounted cash flow, earnings multiples, peer group comparisons, and sum of the parts. Overall market risk, interest rate risk, and general economic risks impact all securities. Specific information regarding the price target and recommendation is provided in the text of our most recent research report.

Distribution of Investment Ratings: As of February 28, 2013, Baird U.S. Equity Research covered 691 companies, with 51% rated Outperform/Buy, 48% rated Neutral/Hold and 1% rated Underperform/Sell. Within these rating categories, 13% of Outperform/Buy-rated and 9% of Neutral/Hold-rated companies have compensated Baird for investment banking services in the past 12 months and/or Baird managed or co-managed a public offering of securities for these companies in the past 12 months.

Analyst Compensation. Analyst compensation is based on: 1) The correlation between the analyst's recommendations and stock price performance; 2) Ratings and direct feedback from our investing clients, our institutional and retail sales force (as applicable) and from independent rating services; 3) The analyst's productivity, including the quality of the analyst's research and the analyst's contribution to the growth and development of our overall research effort and 4) Compliance with all of Robert W. Baird's internal policies and procedures. This compensation criteria and actual compensation is reviewed and approved on an annual basis by Baird's Research Oversight Committee.



Analyst Compensation. Analyst compensation is based on: 1) The correlation between the analyst's recommendations and stock price performance; 2) Ratings and direct feedback from our investing clients, our institutional and retail sales force (as applicable) and from independent rating services; 3) The analyst's productivity, including the quality of the analyst's research and the analyst's contribution to the growth and development of our overall research effort and 4) Compliance with all of Robert W. Baird's internal policies and procedures. This compensation criteria and actual compensation is reviewed and approved on an annual basis by Baird's Research Oversight Committee.\

Analyst compensation is derived from all revenue sources of the firm, including revenues from investment banking. Baird does not compensate research analysts based on specific investment banking transactions.

A complete listing of all companies covered by Baird U.S. Equity Research and applicable research disclosures can be accessed at http://www.rwbaird.com/research-insights/research/coverage/research-disclosure.aspx. You can also call 1-800-792-2473 or write: Robert W. Baird & Co., Equity Research, 24th Floor, 777 E. Wisconsin Avenue, Milwaukee, WI 53202.

Analyst Certification

The senior research analyst(s) certifies that the views expressed in this research report and/or financial model accurately reflect such senior analyst's personal views about the subject securities or issuers and that no part of his or her compensation was, is, or will be directly or indirectly related to the specific recommendations or views contained in the research report.



Disclaimers

Baird prohibits analysts from owning stock in companies they cover.

This is not a complete analysis of every material fact regarding any company, industry or security. The opinions expressed here reflect our judgment at this date and are subject to change. The information has been obtained from sources we consider to be reliable, but we cannot guarantee the accuracy.

Copyright 2013 Robert W. Baird & Co. Incorporated

Other Disclosures

The information and rating included in this report represent the Analyst's long-term (12 month) view as described above. The research analyst(s) named in this report may at times, discuss, at the request of our clients, including Robert W. Baird & Co. salespersons and traders, or may have discussed in this report, certain trading strategies based on catalysts or events that may have a near-term impact on the market price of the equity securities discussed in this report. These trading strategies may differ from the analysts' published price target or rating for such securities. Any such trading strategies are distinct from and do not affect the analysts' fundamental long-term (12 month) rating for such securities, as described above. In addition, Robert W. Baird & Co. Incorporated and/or its affiliates (Baird) may provide to certain clients additional or research supplemental products or services, such as outlooks, commentaries and other detailed analyses, which focus on covered stocks, companies, industries or sectors. Not all clients who receive our standard company-specific research reports are eligible to receive these additional or supplemental products or services. Baird determines in its sole discretion the clients who will receive additional or supplemental products or services, in light of various factors including the size and scope of the client relationships. These additional or supplemental products or services may feature different analytical or research techniques and information than are contained in Baird's standard research reports. Any ratings and recommendations contained in such additional or research supplemental products are consistent with the Analyst's long-term ratings and recommendations contained in more broadly disseminated standard research reports.



UK disclosure requirements for the purpose of distributing this research into the UK and other countries for which Robert W. Baird Limited holds an ISD passport.

This report is for distribution into the United Kingdom only to persons who fall within Article 19 or Article 49(2) of the Financial Services and Markets Act 2000 (financial promotion) order 2001 being persons who are investment professionals and may not be distributed to private clients. Issued in the United Kingdom by Robert W. Baird Limited, which has offices at Mint House 77 Mansell Street, London, E1 8AF, and is a company authorized and regulated by the Financial Services Authority. For the purposes of the Financial Services Authority requirements, this investment research report is classified as objective.

Robert W. Baird Limited ("RWBL") is exempt from the requirement to hold an Australian financial services license. RWBL is regulated by the Financial Services Authority ("FSA") under UK laws and those laws may differ from Australian laws. This document has been prepared in accordance with FSA requirements and not Australian laws.