



TO: ALL EMPLOYEES ELIGIBLE
FROM: JIM MCGREGOR, CFO
SUBJECT: 401K PLAN
DATE: JUNE 17, 2017

It is a vital responsibility of the leadership of Gebruder Weiss Inc. to diligently monitor all of the benefits that are provided to our valued employees. To this end, we are very pleased to announce that as of May 1 2017, we have established a 401k Plan which will be provided by *Ascensus/Merrill Lynch*.

The options offered and benefits provided are designed to make it easy and efficient for you to save towards your retirement. Please note that unlike some plans you may have been part of in the past, this plan has an auto-enrollment feature – you may, of course, reduce your participation, or even opt out of the plan entirely, but if you take no action, you will be enrolled at 3% automatically when you become eligible for the plan, and the company will match your contributions in line with the plan documents.

As part of this transition, enclosed please find several compliance notices. None of the enclosed requires you to do anything, they are for notification only. Please take your time to review them as they provide important information about the new plan. The notices are as follows:

- **Fee Disclosure Notice:** Provides information about the fees within the plan
- **Summary Plan Description:** Provides plan specific information
- **Safe Harbor Notice:** Details the Safe Harbor provisions in the plan
- **QDIA Notice and Fund Fact Sheets:** Provides information about the default fund that was selected for the plan
- **Participant Notice Automatic Rollover:** Provides information about Ascensus Trust Company for the IRA Force-out of balances under \$5,000.00, if a distribution is not taken
- **Auto Enrollment Notice:** Provides information on the auto enrollment feature in the plan

If you need additional information, please contact *"Sandra - 224-258-7132"*. We look forward to your participation in the 401(k) plan.