

The GEBRUDER WEISS, INC. 401(K) PLAN

Join the plan



Because you deserve to retire on your own terms



Saving for retirement is about giving yourself choices.

You're putting yourself in the best position to influence what your retirement will look like. The good news is that your employer has chosen a plan that can help make your vision a reality.

Your retirement plan is designed with automatic enrollment. This means you are already on your way to saving for your future.

How automatic enrollment works

- You will be automatically enrolled in the plan unless you opt out or choose to make specific savings and investment elections.*
- 3% will be taken from your pay on a pretax basis and contributed to your account.
- Unless you actively choose your own investments, your money will be invested in the MODERATE MODEL, as created and maintained by your plan's fiduciaries. More information on this model is available in the **What ways can you invest?** section of this guide and on your plan's retirement website.

Know your options

You have the ability to decline or refine the approach outlined above, including changing the amount you save and modifying your investment mix. Here's how:

- Make updates online by first registering at <https://myaccount.ascensus.com/ml>, or
- Contact us by phone at 888-800-5359.

*If you choose not to participate, your plan may allow up to 90 days to withdraw savings contributed to your account, forfeiting any employer contributions made on your behalf. To decline participation, you can use the contact information provided above.

Review this guide to understand the benefits of saving and ways to get the most from the plan.



It's personal.

While automatic enrollment gets you started, your plan offers options to tailor your savings strategy for a more personal approach.

Join the plan

Planning made easy

- Why save now? page 2
- Why use your plan? page 4
- How much is enough? page 5
- What ways can you invest? page 6

Reference materials

- Investment options page 8
- Plan highlights..... page 17
- What’s next? page 20

Forms

- Rollover page 21

At Ascensus, we help nearly 7 million Americans save for the future. We partner with your employer and the financial professional for your plan to help you meet your retirement goals. With more than 30 years of industry experience, Ascensus has the insight and knowledge to help you succeed.

Ascensus provides administrative and recordkeeping services and is not a broker-dealer or an investment advisor.

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Why save now?

A secure retirement won't just happen. Take ownership of your savings strategy to help ensure you have the resources needed when the time comes.

80%

is roughly the amount of your annual income that many experts estimate you'll need for each year of retirement.¹

¹ David Blanchett, *Estimating the True Cost of Retirement*, June 30, 2015.

² Source for eggs per dozen, gas per gallon, coffee per pound: Bureau of Labor Statistics; Source for movie ticket: Box Office Mojo.

³ Centers for Medicare & Medicaid Services, *National Health Expenditure Projections 2014-2024*.

⁴ Social Security Administration, *Fast Facts & Figures about Social Security*, 2015.

Retirement can be expensive.

While certain expenses may decrease, others will likely increase. And because we are living longer, this may mean needing enough money to last for decades.

Living expenses are on the rise.²

Look at how prices for everyday items have increased in the last 20 years.

1996 to 2016



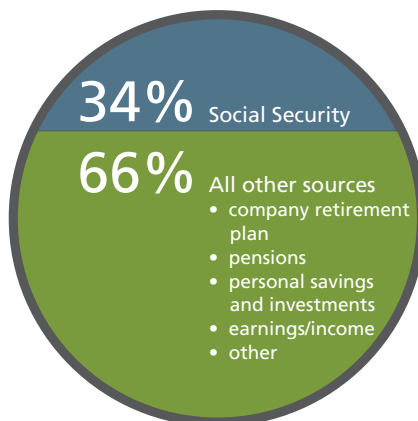
Healthcare may be your new mortgage payment.³

While you may have your home paid off by retirement, healthcare expenses could likely take its place.



Your retirement plan will likely be your largest source of income.⁴

Social Security may cover only a small portion of what you'll need—the rest would be up to you.



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Time makes all the difference.

No matter where you are in life, now is always better than later to start saving. Consider the scenario below.

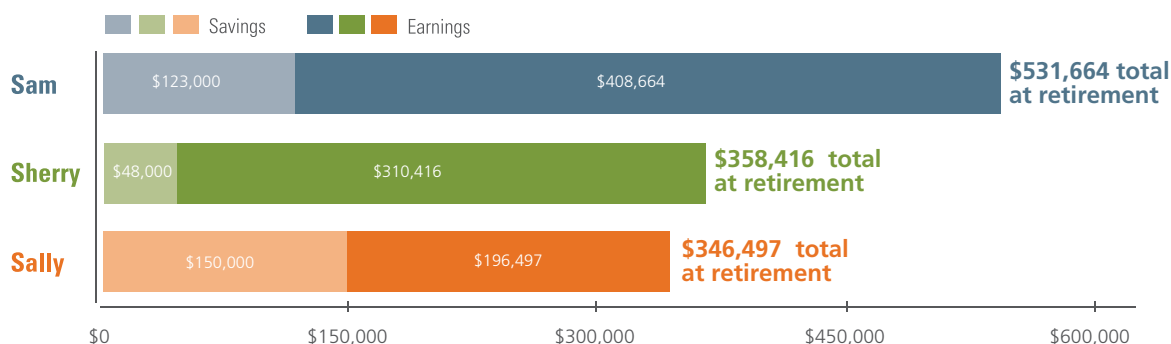
Who do you think comes out ahead?

- Sam starts saving early and keeps saving until retirement.
- Sherry starts saving early, but only saves for 16 years before stopping.
- Sally starts saving later, but saves double what Sam and Sherry save per year.

Projected monthly income in retirement [to age 90]



Let your money work for you



The results:

- Sam saves the most by more than **\$170,000**.
- Sherry and Sally are neck-and-neck, although Sally contributed much more money to the account.

There can be a cost to delaying saving. Put time on your side.

The illustrations above assume a retirement age of 65 and that the individual receives the monthly retirement payment shown until age 90. The amount saved until retirement assumes an annual investment return of 6%. The monthly payment amount in retirement assumes an annual investment return of 5%. The investment performance shown does not represent the return of any particular investment and does not guarantee any future rate of return.

The final account balance does not reflect any taxes or penalties that may be due upon distribution. Withdrawals from a tax-deferred account before age 59½ are subject to a 10% federal penalty tax unless an exception applies.

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Join the plan

Page 3

Why use your plan?

Your plan offers important savings benefits to help you meet your goals.

Don't leave money on the table.

Your employer wants to see you succeed in retirement and is willing to help you along the way.

Profit sharing

Your plan includes a profit sharing feature, which means GEBRUDER WEISS, INC. may make periodic contributions into your account on your behalf.

Convenience

A portion of your salary—as determined by you—will be deposited into your retirement account directly from your paycheck.

Ownership

The money you contribute to your account and any earnings on that money belong to you. You can take it with you throughout your career and every phase of life to use in retirement.

Tax advantages

Your money can be invested before taxes and you won't need to pay taxes on it until it's withdrawn. This reduces your taxable income each year and may allow your savings to grow faster over time.

Your plan also offers a Roth feature, which allows you to pay taxes up front so you can make withdrawals tax-free during retirement. Typically, the Roth feature is considered to be beneficial in the long term if you are a younger investor and/or if you think your income taxes will be higher at the time of your retirement.

One spot for all your retirement savings

If you have a retirement account from a previous employer, you can roll it into your GEBRUDER WEISS, INC. account. To get started, use the rollover form on page 21.

How much is enough?

Many people underestimate how much they'll need. Saving enough can help you maintain the lifestyle you desire.

Don't outlast your money.

- Consider saving at least 12% to 17% of your pay [including any contributions your employer might make].¹
- If you aren't able to save the maximum amount yet, save as much as possible and plan to make increases each year. **Remember, every bit counts.**

Make saving a priority.

Life gets busy. Priorities change. Things happen. Still it's important to stay focused on retirement. Whether you're faced with financing a car, saving for a vacation, buying a home, or funding a college education, it shouldn't mean putting retirement savings on the back burner. Unlike other expenses, retirement can't be financed with a loan and you don't always have the option of putting it off. You'll be glad the money is there when you need it.

Create opportunities to save



Brown bag it.²

Monthly savings = \$120



Drop cable for online streaming.³

Monthly savings = \$91.50



Lose the landline.⁴

Monthly savings = \$20



Be a discount shopper.⁵

Monthly savings = \$40

¹ Aon Hewitt, *The Real Deal: Retirement Income Adequacy at Large Companies*, 2015.

² Based on purchasing lunch 20 times a month at a minimum of \$10.00 per meal versus packing a \$4.00 lunch.

³ Marcia Breen, *Cable and Satellite TV Costs Will Climb Again in 2016*, NBC News, December 22, 2015, and Bobby Bernstein, *Netflix vs. Amazon Prime vs. Hulu Plus*, June 6, 2016.

⁴ Average cost of basic phone service, including local and long distance calls, and average cost of VOIP services: <http://electronics.costhelper.com/phone-line.html>

⁵ Based on using a 20% coupon for a purchase of \$200 or greater.

What ways can you invest?

You should feel comfortable making investment selections. Understanding the investments available to you can help you find a suitable approach to keep your savings strategy on target.

Here are the different ways you can invest your money.



○ By Default

MODERATE MODEL

This is where your savings will be invested if you do not make any investment elections when you join the plan. These models are created and maintained by your plan's fiduciaries. Information on each model's performance and fund makeup is available on your plan's retirement website.

📍 By Design

Target date allocation investments

This fund includes a pre-selected investment mix based on when you expect to retire. The investment mix will be automatically updated for you as you get closer to retirement. Investments in target date funds are subject to the risks of their underlying funds. The year in the fund name refers to the approximate year (the target date) when an investor in the fund would retire and leave the workforce. The fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. An investment in the Target Retirement Fund is not guaranteed at any time, including on or after the target date. Information on each investment's performance is available on your plan's retirement website and in the **Investment options** section of this guide.

Target date investment

JPMorgan SmartRetirement® 2020 Fund Class A

JPMorgan SmartRetirement® 2025 Fund Class A

JPMorgan SmartRetirement® 2030 Fund Class A

JPMorgan SmartRetirement® 2035 Fund Class A

JPMorgan SmartRetirement® 2040 Fund Class A

Target date investment

JPMorgan SmartRetirement® 2045 Fund Class A

JPMorgan SmartRetirement® 2050 Fund Class A

JPMorgan SmartRetirement® 2055 Fund Class A

JPMorgan SmartRetirement® Income Fund Class A

Morningstar® managed accounts (a post-enrollment option)

Morningstar® Retirement ManagerSM is a service available to you after you've joined the plan. When you provide basic information about your situation and goals, the professionals at Morningstar Investment Management LLC can generate a personalized savings strategy just for you. Simply go to your online retirement account when you are ready to get started.

Target risk allocation model portfolios

You can narrow your options based on your tolerance for risk. You can choose one of these pre-selected investment mixes, as created and maintained by your plan's fiduciaries, based on how much risk you're willing to take. Information on each model's performance and fund makeup is available on your plan's retirement website.

- CONSERVATIVE MODEL
- MODERATE MODEL
- AGGRESSIVE MODEL
- CONSERVATIVE TO MODERATE MODEL
- MODERATE TO AGGRESSIVE MODEL

✓ By Myself

Your plan allows you to choose investments from a lineup. Information on each investment's performance is available on your plan's retirement website or in the **Investment options** section of this guide.



Investment options

As of March 31, 2017

	Name/Type of investment	Annual net expense ratio	3-Month Total	1-Year Total	3-Year Annual	5-Year Annual	10-Year Annual	Since Inception	Inception Date
T	Target date allocation								
	JPMorgan SmartRetirement® 2020 Fund Class A	0.81%	3.91%	8.86%	4.50%	6.63%	4.84%	5.56%	05/15/2006
	JPMorgan SmartRetirement® 2025 Fund Class A	0.84%	4.54%	10.20%	4.93%	7.49%	N/A	5.25%	07/31/2007
	JPMorgan SmartRetirement® 2030 Fund Class A	0.86%	5.11%	11.41%	5.10%	8.09%	5.20%	6.01%	05/15/2006
	JPMorgan SmartRetirement® 2035 Fund Class A	0.88%	5.61%	12.54%	5.35%	8.62%	N/A	5.52%	07/31/2007
	JPMorgan SmartRetirement® 2040 Fund Class A	0.90%	6.03%	13.59%	5.60%	8.90%	5.57%	6.37%	05/15/2006
	JPMorgan SmartRetirement® 2045 Fund Class A	0.90%	6.02%	13.63%	5.61%	8.93%	N/A	5.81%	07/31/2007
	JPMorgan SmartRetirement® 2050 Fund Class A	0.90%	6.09%	13.63%	5.62%	8.91%	N/A	5.82%	07/31/2007
	JPMorgan SmartRetirement® 2055 Fund Class A	0.90%	6.03%	13.55%	5.61%	9.02%	N/A	9.95%	01/31/2012
	JPMorgan SmartRetirement® Income Fund Class A	0.72%	3.04%	6.94%	3.37%	4.63%	4.37%	4.80%	05/15/2006
R	Target risk allocation								
	Invesco Balanced-Risk Allocation Fund Class A	1.28%	2.47%	11.54%	4.10%	4.13%	N/A	7.60%	06/02/2009
	Thornburg Investment Income Builder Fund Class R4	1.61%	3.65%	11.56%	2.66%	6.53%	N/A	4.95%	02/01/2008
E	Equity								
	AIG Focused Dividend Strategy Fund Class A	1.05%	3.67%	10.53%	9.23%	13.56%	10.03%	7.40%	06/08/1998
	BlackRock S&P 500 Index Fund Institutional Shares	0.11%	6.03%	17.04%	10.25%	N/A	N/A	12.72%	04/10/2013
	Columbia Small Cap Index Fund Class A	0.45%	0.98%	24.07%	8.90%	13.71%	8.39%	9.44%	10/15/1996
	Delaware Small Cap Value Fund Class A	1.24%	2.44%	29.73%	8.75%	12.30%	7.80%	11.56%	06/24/1987
	Eaton Vance Atlanta Capital SMID-Cap Fund Class A	1.21%	5.23%	13.06%	10.95%	13.38%	11.40%	11.70%	11/28/2003
	Federated MDT Small Cap Growth Fund Class A Shares	1.14%	7.37%	29.06%	10.92%	13.80%	7.61%	8.23%	09/15/2005
	Lazard International Strategic Equity Portfolio Open Shares	1.07%	5.58%	0.28%	-1.66%	5.80%	2.50%	4.02%	02/03/2006
	MFS International Value Fund Class A	1.01%	7.22%	8.66%	5.98%	10.22%	5.31%	7.85%	10/24/1995
	Nationwide Mid Cap Market Index Fund Class A	0.68%	3.81%	20.09%	8.65%	12.62%	8.21%	8.57%	12/29/1999
	Oppenheimer International Growth Fund Class A	1.14%	7.65%	4.14%	-0.09%	6.18%	3.50%	7.86%	03/25/1996
	Pioneer Fundamental Growth Fund Class A	1.09%	8.17%	11.78%	10.98%	12.67%	9.32%	9.15%	08/22/2002
	VanEck Emerging Markets Fund Class A	1.53%	12.25%	13.59%	-1.08%	2.91%	1.71%	6.81%	12/20/1993
	Victory Sycamore Established Value Fund Class A	0.95%	5.06%	21.60%	11.52%	14.45%	9.85%	10.26%	05/05/2000
B	Bond								
	AB High Income Fund Class A	0.85%	3.58%	15.30%	4.65%	6.98%	8.28%	10.53%	02/25/1994
	JPMorgan Government Bond Fund Class A	0.75%	0.67%	-0.88%	2.12%	1.51%	4.03%	4.88%	03/05/1993
	Pioneer Bond Fund Class A	0.85%	1.01%	3.32%	2.81%	3.48%	5.12%	7.30%	10/31/1978
	Templeton Global Total Return Fund Class A	1.08%	4.47%	13.19%	2.53%	4.34%	N/A	8.39%	09/30/2008
C	Money market/Stable value								
	BlackRock Ready Assets Government Liquidity Fund	0.74%	0.00%	0.00%	0.00%	0.00%	0.64%	4.93%	02/19/1975
	7-Day SEC Yield as of 03/31/2017 was 0.11%								
O	Other								
	Principal Global Real Estate Securities Fund Class A	1.32%	2.71%	-0.32%	4.95%	8.00%	N/A	2.21%	10/01/2007

Your plan offers model portfolios. More information on these models is available in the What ways can you invest? section of this guide and on your plan's retirement website.

		3-month total	1-year total	3-year annual	5-year annual	10-year annual
	Benchmark comparisons					
E	Morningstar US Large Cap TR USD	6.26%	17.26%	10.36%	13.14%	7.47%
B	Morningstar US Core Bd TR USD	0.85%	0.43%	2.87%	2.52%	4.49%
C	Morningstar Cash TR USD	0.12%	0.34%	0.15%	0.11%	0.55%

Note: Fund fact sheets and prospectuses with more investment information are available online.

Fund Disclosures

The performance data shown represent past performances, which is not a guarantee of future results. Investment returns and principal value will fluctuate, so investors' shares, when sold, may be worth more or less than their original cost. Current performance may be lower or higher than the performance data cited. For performance data current to the most recent month-end, visit <https://myaccount.ascensus.com/ml>. Figures for periods of less than one year are cumulative returns. All other figures represent annualized returns. Performance data shown does not reflect the deduction of sales loads or fees, where applicable, and, if reflected, the load or fee would reduce the performance quoted.

A Note About Risk:

All investing is subject to risk, including the possible loss of the money you invest. Investments that employ a "fund of funds" strategy and invest assets in other mutual funds are subject to the risks associated with those underlying funds.

Investments in Target Retirement Funds are subject to the risks of their underlying funds. The year in the Fund name refers to the approximate year (the target date) when an investor in the Fund would retire and leave the work force. The Fund will gradually shift its emphasis from more aggressive investments to more conservative ones based on its target date. An investment in the Target Retirement Fund is not guaranteed at any time, including on or after the target date.

Although money market funds seek to preserve the value of your investment at \$1 per share, it is possible to lose money by investing in a money market fund. Money market funds are neither insured nor guaranteed by the Federal Deposit Insurance Corporation or any other government agency. The 7-

day yield more closely reflects the current earnings of a money market fund than the total return quotations.

The Morningstar benchmarks listed above are provided solely for informational purposes and are not the benchmarks that the funds listed seek to track. The performance of the Morningstar benchmarks is not an exact representation of any particular investment, as you cannot invest directly in a benchmark. For more information about each fund's benchmark, please see the fund's prospectus.

Because high-yield bonds are considered speculative, investors should be prepared to assume a substantially greater level of credit risk than with other types of bonds.

Funds that concentrate on a relatively narrow market sector face the risk of higher share-price volatility.

Bond funds contain interest rate risk, the risk of issuer default, and inflation risk.

While U.S. Treasury or government agency securities provide substantial protection against credit risk, they do not protect investors against price changes due to

changing interest rates. While the market values of government securities are not guaranteed and may fluctuate, these securities are guaranteed as to the timely payment of principal and interest.

Prices of mid-cap stocks often fluctuate more than those of large-company stocks.

Prices of small-cap stocks often fluctuate more than those of large-company stocks.

Foreign investing involves additional risks including currency fluctuations and political uncertainty.

Stocks of companies in emerging markets are generally more risky than stocks of companies in developed countries.

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Investment options

T Target date allocation **R** Target risk allocation **E** Equity **B** Bond **C** Money market/Stable value **O** Other

As of March 31, 2017

JPMorgan SmartRetirement® 2020 Fund Class A

Ticker: JTTAX
Expense Ratio: 0.81%

Fund Description: The investment seeks high total return with a shift to current income and some capital appreciation over time as the fund approaches and passes the target retirement date. The fund is a "fund of funds" that invests in other J.P. Morgan Funds (underlying funds), and is generally intended for investors expecting to retire around the year 2020 (target retirement date). It is designed to provide exposure to a variety of asset classes through investments in underlying funds, and over time the fund's asset allocation strategy will change.

JPMorgan SmartRetirement® 2025 Fund Class A

Ticker: JNSAX
Expense Ratio: 0.84%

Fund Description: The investment seeks high total return with a shift to current income and some capital appreciation over time as the fund approaches and passes the target retirement date. The fund is a "fund of funds" that invests in other J.P. Morgan Funds (underlying funds), and is generally intended for investors expecting to retire around the year 2025 (target retirement date). It is designed to provide exposure to a variety of asset classes through investments in underlying funds, and over time the fund's asset allocation strategy will change.

JPMorgan SmartRetirement® 2030 Fund Class A

Ticker: JSMAX
Expense Ratio: 0.86%

Fund Description: The investment seeks high total return with a shift to current income and some capital appreciation over time as the fund approaches and passes the target retirement date. The fund is a "fund of funds" that invests in other J.P. Morgan Funds (underlying funds), and is generally intended for investors expecting to retire around the year 2030 (target retirement date). It is designed to provide exposure to a variety of asset classes through investments in underlying funds, and over time the fund's asset allocation strategy will change.

JPMorgan SmartRetirement® 2035 Fund Class A

Ticker: SRJAX
Expense Ratio: 0.88%

Fund Description: The investment seeks high total return with a shift to current income and some capital appreciation over time as the fund approaches and passes the target retirement date. The fund is a "fund of funds" that invests in other J.P. Morgan Funds (underlying funds), and is generally intended for investors expecting to retire around the year 2035 (target retirement date). It is designed to provide exposure to a variety of asset classes through investments in underlying funds, and over time the fund's asset allocation strategy will change.

JPMorgan SmartRetirement® 2040 Fund Class A

Ticker: SMTAX
Expense Ratio: 0.90%

Fund Description: The investment seeks high total return with a shift to current income and some capital appreciation over time as the fund approaches and passes the target retirement date. The fund is a "fund of funds" that invests in other J.P. Morgan Funds (underlying funds), and is generally intended for investors expecting to retire around the year 2040 (target retirement date). It is designed to provide exposure to a variety of asset classes through investments in underlying funds, and over time the fund's asset allocation strategy will change.

JPMorgan SmartRetirement® 2045 Fund Class A

Ticker: JSAAX
Expense Ratio: 0.90%

Fund Description: The investment seeks high total return with a shift to current income and some capital appreciation over time as the fund approaches and passes the target retirement date. The fund is a "fund of funds" that invests in other J.P. Morgan Funds (underlying funds), and is generally intended for investors expecting to retire around the year 2045 (target retirement date). It is designed to provide exposure to a variety of asset classes through investments in underlying funds, and over time the fund's asset allocation strategy will change.

JPMorgan SmartRetirement® 2050 Fund Class A

Ticker: JTSAX
Expense Ratio: 0.90%

Fund Description: The investment seeks high total return with a shift to current income and some capital appreciation over time as the fund approaches and passes the target retirement date. The fund is a "fund of funds" that invests in other J.P. Morgan Funds (underlying funds), and is generally intended for investors expecting to retire around the year 2050 (target retirement date). It is designed to provide exposure to a variety of asset classes through investments in underlying funds, and over time the fund's asset allocation strategy will change.

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Page 11

Investment options

T Target date allocation **R** Target risk allocation **E** Equity **B** Bond **C** Money market/Stable value **O** Other

As of March 31, 2017

JPMorgan SmartRetirement® 2055 Fund Class A

Ticker: JFFAX
Expense Ratio: 0.90%

Fund Description: The investment seeks high total return with a shift to current income and some capital appreciation over time as the fund approaches and passes the target retirement date. The fund is a "fund of funds" that invests in other J.P. Morgan Funds (underlying funds), and is generally intended for investors expecting to retire around the year 2055 (target retirement date). It is designed to provide exposure to a variety of asset classes through investments in underlying funds, and over time the fund's asset allocation strategy will change.

JPMorgan SmartRetirement® Income Fund Class A

Ticker: JSRAX
Expense Ratio: 0.72%

Fund Description: The investment seeks current income and some capital appreciation. The fund is a "fund of funds" that invests in other J.P. Morgan Funds (underlying funds), and is generally intended for investors who are retired or about to retire soon. It is designed to provide exposure to a variety of asset classes through investments in underlying funds, with an emphasis on fixed income funds over equity funds and other funds.

Invesco Balanced-Risk Allocation Fund Class A

Ticker: ABRZX
Expense Ratio: 1.28%

Fund Description: The investment seeks to provide total return with a low to moderate correlation to traditional financial market indices. The fund's investment strategy is designed to provide capital loss protection during down markets by investing in multiple asset classes. Its portfolio management team allocates across three asset classes: equities, fixed income and commodities, such that no one asset class drives the fund's performance. The fund's exposure to these three asset classes will be achieved primarily (generally over 65% based on notional exposure) through investments in derivative instruments including but not limited to futures and swap agreements.

Thornburg Investment Income Builder Fund Class R4

Ticker: TIBGX
Expense Ratio: 1.61%

Fund Description: The investment seeks to provide a level of current income which exceeds the average yield on US stocks; long-term capital appreciation is a secondary objective. The fund pursues its investment goals by investing in a broad range of income producing securities, primarily including stocks and bonds. It will under normal conditions invest at least 80% of its assets in income-producing securities, and at least 50% of its assets in common stocks.

AIG Focused Dividend Strategy Fund Class A

Ticker: FDSAX
Expense Ratio: 1.05%

Fund Description: The investment seeks total return (including capital appreciation and current income). The fund's principal investment strategy is value. The value oriented philosophy to which the fund subscribes is that of investing in securities believed to be undervalued in the market. The selection criteria are usually calculated to identify stocks of companies with solid financial strength that have attractive valuations and that may have generally been overlooked by the market. At least 80% of the fund's net assets, plus any borrowings for investment purposes, will be invested in dividend yielding equity securities.

BlackRock S&P 500 Index Fund Institutional Shares

Ticker: BSPIX
Expense Ratio: 0.11%

Fund Description: The investment seeks to provide investment results that correspond to the total return performance of publicly-traded common stocks in the aggregate, as represented by the Standard & Poor's 500® Index. The fund is a "feeder" fund that invests all of its assets in the Master Portfolio of MIP, which has the same investment objective and strategies as the fund. At least 90% of the value of the fund's assets is invested in securities comprising the S&P 500 Index. The percentage of the fund's assets invested in a given stock is approximately the same as the percentage such stock represents in the S&P 500 Index.

Investment options

T Target date allocation **R** Target risk allocation **E** Equity **B** Bond **C** Money market/Stable value **O** Other

As of March 31, 2017

Columbia Small Cap Index Fund Class A

Ticker: NMSAX
Expense Ratio: 0.45%

Fund Description: The investment seeks total return before fees and expenses that correspond to the total return of the Standard & Poor's (S&P) SmallCap 600® Index. Under normal circumstances, the fund invests at least 80% of its net assets (including the amount of any borrowings for investment purposes) in common stocks that comprise the S&P SmallCap 600 Index. It seeks to achieve at least a 95% correlation between the performance of the index and the fund's investment results, before fees and expenses. The fund may invest in derivatives, including futures (including equity index futures), for cash equitization purposes.

Delaware Small Cap Value Fund Class A

Ticker: DEVLX
Expense Ratio: 1.24%

Fund Description: The investment seeks capital appreciation. Under normal circumstances, at least 80% of the fund's net assets, plus the amount of any borrowings for investment purposes, will be in investments of small-capitalization companies. It invests primarily in investments of small companies whose stock prices, in the portfolio managers' opinion, appear low relative to their underlying value or future potential.

Eaton Vance Atlanta Capital SMID-Cap Fund Class A

Ticker: EAASX
Expense Ratio: 1.21%

Fund Description: The investment seeks long-term capital growth. Under normal circumstances, the fund invests at least 80% of its net assets (plus any borrowings for investment purposes) in small- to mid-cap stocks (the "80% Policy"). The portfolio managers generally consider small- to mid-cap companies to be those companies having market capitalizations within the range of companies comprising the Russell 2500 TM Index.

Federated MDT Small Cap Growth Fund Class A Shares

Ticker: QASGX
Expense Ratio: 1.14%

Fund Description: The investment seeks long-term capital appreciation. The fund invests primarily in the common stock of small US companies. Its investment adviser's ("Adviser") investment strategy utilizes a small capitalization growth approach by selecting most of its investments from companies listed in the Russell 2000® Growth Index. The fund invests at least 80% of its net assets (plus any borrowing for investment purposes) in small companies. The fund manager considers a small company to be a company of a size similar to companies listed on the Russell 2000® Growth Index.

Lazard International Strategic Equity Portfolio Open Shares

Ticker: LISOX
Expense Ratio: 1.07%

Fund Description: The investment seeks long-term capital appreciation. The fund invests primarily in equity securities, principally common stocks, of non-US companies whose principal activities are located in countries represented by the MSCI EAFE Index that the Investment Manager believes are undervalued based on their earnings, cash flow or asset values. It may invest up to 15% of its assets in securities of companies whose principal business activities are located in emerging market countries. Under normal circumstances, the fund invests at least 80% of its assets in equity securities.

MFS International Value Fund Class A

Ticker: MGIAX
Expense Ratio: 1.01%

Fund Description: The investment seeks capital appreciation. The fund normally invests its assets primarily in foreign equity securities, including emerging market equity securities. Equity securities include common stocks and other securities that represent an ownership interest (or right to acquire an ownership interest) in a company or other issuer. The advisor focuses on investing the fund's assets in the stocks of companies it believes are undervalued compared to their intrinsic value (value companies).

Online: <https://myaccount.ascensus.com/ml>

Phone: 888-800-5359

Join the plan

Page 13

Investment options

T Target date allocation **R** Target risk allocation **E** Equity **B** Bond **C** Money market/Stable value **O** Other

As of March 31, 2017

Nationwide Mid Cap Market Index Fund Class A

Ticker: GMXAX
Expense Ratio: 0.68%

Fund Description: The investment seeks to match the performance of the Standard & Poor's MidCap 400® Index as closely as possible before the deduction of fund expenses. The fund normally invests at least 80% of its net assets in equity securities of companies included in the S&P MidCap 400® Index. The S&P MidCap 400® Index includes approximately 400 stocks of mid-cap US companies in a wide range of businesses. The adviser employs a "passive" management, or indexing, approach, which seeks to match approximately the performance of the S&P MidCap 400® Index before the deduction of fund expenses.

Oppenheimer International Growth Fund Class A

Ticker: OIGAX
Expense Ratio: 1.14%

Fund Description: The investment seeks capital appreciation. The fund mainly invests in the common stock of growth companies that are domiciled or have their primary operations outside of the United States. It may invest 100% of its assets in securities of foreign companies. The fund may invest in emerging markets as well as in developed markets throughout the world. It normally will invest at least 65% of its total assets in common and preferred stocks of issuers in at least three different countries outside of the United States, and emphasize investments in common stocks of issuers that the portfolio managers consider to be "growth" companies.

Pioneer Fundamental Growth Fund Class A

Ticker: PIGFX
Expense Ratio: 1.09%

Fund Description: The investment seeks long-term capital growth. The fund normally invests at least 80% of its net assets (plus the amount of borrowings, if any, for investment purposes) in equity securities of large companies, that is, companies similar in size to issuers included in the Russell 1000 Growth Index. It primarily invests in securities of US issuers. The fund may also invest in investment grade and below investment grade debt securities (known as "junk bonds"), including below investment grade convertible debt securities and securities of issuers that are in default.

VanEck Emerging Markets Fund Class A

Ticker: GBFAX
Expense Ratio: 1.53%

Fund Description: The investment seeks long-term capital appreciation by investing primarily in equity securities in emerging markets around the world. Under normal conditions, the fund invests at least 80% of its net assets in securities of companies that are organized in, maintain at least 50% of their assets in, or derive at least 50% of their revenues from, emerging market countries. The Adviser has broad discretion to identify countries that the fund's manager considers to qualify as emerging markets.

Victory Sycamore Established Value Fund Class A

Ticker: VETAX
Expense Ratio: 0.95%

Fund Description: The investment seeks long-term capital growth by investing primarily in common stocks. The fund pursues its investment objective by investing, under normal circumstances, at least 80% of its net assets in equity securities of companies with market capitalizations, at the time of purchase, within the range of companies comprising the Russell MidCap® Value Index. The fund may invest a portion of its assets in equity securities of foreign companies traded in the US, including American Depositary Receipts and Global Depositary Receipts (ADRs and GDRs).

AB High Income Fund Class A

Ticker: AGDAX
Expense Ratio: 0.85%

Fund Description: The investment seeks to maximize total returns from price appreciation and income. The fund pursues income opportunities from government, corporate, emerging market and high-yield sources. It has the flexibility to invest in a broad range of fixed-income securities in both developed and emerging market countries. The fund's investments may include US and non-US corporate debt securities and sovereign debt securities. It may invest, without limitation, in either US Dollar-denominated or non-US Dollar-denominated fixed-income securities.

Join the plan

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Phone: 888-800-5359

Investment options

T Target date allocation **R** Target risk allocation **E** Equity **B** Bond **C** Money market/Stable value **O** Other

As of March 31, 2017

JPMorgan Government Bond Fund Class A

Ticker: OGGAX
Expense Ratio: 0.75%

Fund Description: The investment seeks a high level of current income with liquidity and safety of principal. The fund principally invests in securities issued by the US government and its agencies and instrumentalities and related to securities issued by the US government and its agencies and instrumentalities. It mainly invests in government bonds with intermediate to long remaining maturities. The fund's average weighted maturity will ordinarily range between three and 15 years, taking into account expected prepayment of principal on certain investments.

Pioneer Bond Fund Class A

Ticker: PIOBX
Expense Ratio: 0.85%

Fund Description: The investment seeks to provide current income from an investment grade portfolio with due regard to preservation of capital and prudent investment risk. Normally, the fund invests at least 80% of its net assets (plus the amount of borrowings, if any, for investment purposes) in debt securities issued or guaranteed by the US government, its agencies and instrumentalities, investment grade debt securities (including convertible debt) of corporate or other issuers and cash, cash equivalents and other short-term holdings.

Templeton Global Total Return Fund Class A

Ticker: TGTRX
Expense Ratio: 1.08%

Fund Description: The investment seeks total investment return consisting of a combination of interest income, capital appreciation, and currency gains. Under normal market conditions, the fund invests primarily in fixed and floating rate debt securities and debt obligations (including convertible bonds) of governments, government agencies and government-related or corporate issuers worldwide (collectively, "bonds"). Bonds may be denominated and issued in the local currency or in another currency. Bonds include debt securities of any maturity, such as bonds, notes, bills and debentures. The fund is non-diversified.

BlackRock Ready Assets Government Liquidity Fund

Ticker: MRAXX
Expense Ratio: 0.74%

Fund Description: The investment seeks preservation of capital, liquidity and the highest possible current income. The fund invests at least 99.5% of its total assets in cash, US Treasury bills, notes and other obligations issued or guaranteed as to principal and interest by the US government, its agencies or instrumentalities, and repurchase agreements secured by such obligations or cash. It invests in securities maturing in 397 days (13 months) or less (with certain exceptions), and the portfolio will have a dollar-weighted average maturity of 60 days or less and a dollar-weighted average life of 120 days or less.

Principal Global Real Estate Securities Fund Class A

Ticker: POSAX
Expense Ratio: 1.32%

Fund Description: The investment seeks to generate a total return. Under normal circumstances, the fund invests at least 80% of its net assets, plus any borrowings for investment purposes, in equity securities of US and non-US companies principally engaged in the real estate industry at the time of purchase. For the fund's investment policies, a real estate company has at least 50% of its assets, income or profits derived from products or services related to the real estate industry.

Your plan offers model portfolios. More information on these models is available in the **What ways can you invest?** section of this guide and on your plan's retirement website.

Note: Fund fact sheets and prospectuses with more investment information are available online.

Online: <https://myaccount.ascensus.com/ml>

Phone: 888-800-5359

Join the plan

Page 15

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Plan highlights

Eligibility requirements

To begin contributing to the plan, you must meet the following requirements. Continue reading for more details on the types of contributions available.

Your deferral contributions

All contribution requirements

- You must be at least 21 years of age.
- You must have worked at least 3 months as defined by the plan.

The following employees are excluded:

- Union employees
- Nonresident aliens with no US earned income

Enrollment period (entry date)

If you meet eligibility requirements, you may enroll in the plan on 08/01/2017.

Your deferral contributions

Automatic enrollment

Your employer has made it convenient for you to enter the plan. Through an automatic enrollment program, 3% of your pay will be automatically deposited into your retirement savings account each pay period or choose to make specific savings and investment elections. Of course, you have the opportunity to opt out of this program at any time.

Pretax deferrals

Pretax deferrals are contributed into the plan on a pretax basis. Unlike the compensation you actually receive, pretax deferrals will not be taxed at the time they are paid by your employer. Instead, these deferrals and any earnings accumulated while invested in the plan will be taxable to you when withdrawn from the plan. This will reduce your taxable income for each year that you make a contribution. Through payroll deduction, you can contribute from 1% up to 100% of your salary pretax as long as the amount does not exceed

\$18,000, which is the maximum limit for 2017 set by the Internal Revenue Service (IRS).

Roth deferrals

Roth deferrals are contributed to the plan from amounts that have already been treated as taxable income. Roth deferrals will not reduce your taxable income in the year in which you contribute a portion of your compensation into the plan. You may contribute from 1% up to 100% of your salary as a Roth deferral as long as the total amount, when combined with any pretax deferrals, does not exceed the IRS contribution limit of \$18,000 for 2017.

When Roth deferrals are withdrawn, distributions—including contributions and any earnings—are tax free as long as certain requirements are met. In order to receive tax-free withdrawals, generally your money must remain in the account for five years and you must have reached age 59½, die, or become disabled.

Catch-up contributions

If you are age 50 or older, you are entitled to contribute an additional “catch-up contribution” beyond the maximum IRS limit of \$18,000 for 2017. This is intended to help employees boost their savings prior to retirement. The maximum catch-up contribution is \$6,000 for 2017.

Employer contributions

Profit sharing contributions

Your employer may make profit sharing contributions on your behalf.

Safe harbor 401(k) contributions

Your employer will make what is known as a “safe harbor” 401(k) matching contribution on your behalf. Please see your summary plan description for further details.

Rollovers

You are allowed to roll over money from other qualifying retirement accounts into this account using

Plan highlights

the form on page 21.

Vesting

Vesting refers to the amount of your retirement account savings that belongs to you.

- The money that you contribute from your salary and the money it earns are always 100% vested.
- Any rollover contributions you make are always 100% vested.
- The money contributed on your behalf by your employer becomes vested based on the schedule(s) below:

Profit sharing contribution vesting schedule

You are immediately vested

Safe harbor match contribution vesting schedule

You are immediately vested

Contribution changes

As you review and refine your savings strategy over time, you may choose to change the amount you save or how you invest your money. You may stop making or change contributions by going online or by contacting your employer. Once stopped, you have the option to begin contributing again in accordance with your plan's policy.

Withdrawals

Money can be withdrawn from your account if:

- You are age 59½ or older.
- You have reached the normal retirement age of 65.
- You request an in-service withdrawal as defined by your plan.
- You no longer work for GEBRUDER WEISS, INC..
- Death
- Disability
- You experience a qualifying financial hardship, which, in general, can include the following:

- the purchase of your primary residence
- payment of tuition and related costs for you, your spouse, dependents, or children who are no longer your dependents for post-secondary education
- payment of certain medical expenses
- prevention of eviction from or foreclosure on your primary residence
- funeral/burial expenses for a parent, spouse, child, or dependent
- repair of qualifying damages to your primary residence

Note: Withdrawals of certain types of elected deferrals and employer contributions may be subject to restrictions.

There are certain penalties and tax implications you should consider before making a withdrawal. In general, if you take a distribution from the plan before you are age 59½, a 10% early distribution penalty will apply to the taxable portion of your distribution. There are some exceptions to the 10% penalty.

In addition, if your distribution is eligible to be rolled over into another qualifying retirement account (e.g., an individual retirement account or IRA) and you choose to take the distribution rather than roll over the amount, 20% of the distribution must be withheld and remitted to the IRS as a credit toward the taxes you will owe on the distribution amount.

Your tax professional can provide guidance on potential outcomes of withdrawing money from your account.

Loans

While your retirement account is designed to be used when you retire, you can take a loan if a need arises. Loans may be taken from vested employer and applicable employee contributions.

Loans must follow these guidelines:

- You can only have 1 loan(s) outstanding at a time.

Plan highlights

- The amount you may borrow is limited by tax laws. In general, all loans will be limited to the lesser of one-half of your vested account balance or \$50,000.
- The minimum loan amount is \$1,000.
- Generally, all loans must be repaid within 60 months.
- Other requirements, limits, and certain fees may apply.
- The one-time cost of taking a loan is \$150.

Summary Plan Description

This enrollment guide offers an overview of The GEBRUDER WEISS, INC. 401(K) PLAN. Greater detail and other important information about the plan's features and benefits are available in the Summary Plan Description (SPD), which will be provided to you separately. You are encouraged to review the SPD carefully and contact your employer with any questions. You may also examine a copy of the plan document, which contains all of the provisions that the IRS requires, by making arrangements with your employer. If there are any inconsistencies between this enrollment guide, the SPD, and the plan document, the plan document will be followed.

What's next?

Enrollment is only the first step in getting the most from your plan. Use this checklist to make sure you take advantage of all that is available to you. To access a wide range of planning resources designed to help you succeed, register online at <https://myaccount.ascensus.com/ml>.

Your retirement account checklist

- ☐ **Enroll in the plan** – Our online enrollment process makes it convenient at <https://myaccount.ascensus.com/ml>
- ☐ **Set and track progress** – Set, update, and track your goals using our interactive, online personal planning calculator.
- ☐ **Review** – Decide if you want to consolidate your investments by rolling over outside retirement assets into this account.
- ☐ **Learn more** – Go to the online learning station for easy access to fund information, educational guides, relevant financial articles, and tools.
- ☐ **Consider professional support** – Get the backing of the experts at Morningstar, a leading and trusted source for investment guidance and expertise. Through *Morningstar Retirement Manager*, you can:
 - use Morningstar's resources to create a personalized investment strategy recommended for you at no cost.
- ☐ **Monitor performance** – Make a habit of going online to check your balance, see performance history, view account activity, and access your quarterly statements.
- ☐ **Stay informed** – Get account updates through our online messaging center.
- ☐ **Update your strategy** – At least once a year, make sure your personal goals, savings rate, and account settings are in line with your retirement strategy. Do this more frequently if a major life event occurs, such as a raise, marriage, a change in your beneficiaries, or the birth of a child.
- ☐ **Stay connected** – Scan this code from your mobile device for account access on the go.



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Rollover form instructions

Review this information before completing the rollover form on the following pages.

- **How do I roll over my assets?**

By completing Part 1 and 2 of this rollover form and writing (or endorsing) your rollover check to the trustee or custodian, you can complete a rollover contribution to this plan.

- Part 1 of the form (on the back of this page) is what you will need to request a check to transfer your assets. The check should be returned to the Trust company per the instructions on the form.
- Part 2 of the form provides instructions on how to treat your rollover contribution. This form should be returned to your employer.

Important:

Review both Part 1 and Part 2 of the form carefully before taking action. Knowing what information you will need at each point will be helpful when you begin the process of rolling over your account. Your employer may ask you for additional information in order to verify that the funds you are contributing qualify as a rollover contribution.

Rollover form – Part 1

Check request

Name _____
first middle initial last

Social Security number _____ Email _____

Plan ID 231649

Request a check and have it sent to Ascensus Trust Company.

- Contact your retirement plan/account service provider to request a withdrawal of your account assets in the form of a check.
- The check should be payable to Ascensus Trust Company and include the Plan ID (provided above).
- Mail the check to:

Ascensus Trust Company
1655 43rd Street South
Suite 100
Fargo, ND 58103

- Your prior retirement plan/account service provider can send the check directly to Ascensus Trust Company. If instead the check is being returned to you, you must complete Part 1 of the rollover form (i.e., this page) and send it along with your check to Ascensus Trust Company. If you are sending more than one rollover check, use a separate form for each check.

My check details

Dollar amount on check: \$ _____

Date sent to Ascensus Trust Company (mm/dd/year): _____

Submitted by _____ Date _____
First middle initial last

Important:

- If the check is payable to you, you have 60 days to roll over the funds (i.e. have the check deposited into your employer's plan) or the entire amount becomes taxable.
- If you have any questions, please contact Participant Services at 888-800-5359.

Rollover form – Part 2

Savings and investment elections

Name _____
first middle initial last
Social Security number _____ Email _____
Plan ID 231649

Employer use only: Upon receipt of this form, verify that the plan document permits rollover contributions and that the rollover contribution qualifies for rollover treatment and that all information provided by the participant is accurate and complete.

Complete and return Part 2 of the Rollover form to your employer.

Important:

- This form may only be used to move (i.e., roll over) retirement plan assets from a retirement plan, traditional IRA, or SIMPLE IRA into your employer's plan.
- This form may not be used to request a rollover from this plan to another retirement plan.
- If more than one rollover contribution is being sent, use a separate form for each rollover contribution.
- If this rollover contribution is being made during or after the first year for which you must take a required minimum distribution, you cannot roll over any amount which constitutes a required minimum distribution. Please check with your employer for more information about this rule.
- If you are completing an indirect in-plan Roth rollover, the taxable amount of your rollover will be included in income. Your plan administrator may ask for additional information in order to verify that the funds you are contributing qualify as a rollover contribution.

My savings

1. The amount of my rollover contribution is \$ _____ (amount on check)
2. The amount of my rollover contribution attributable to after-tax (non-Roth) contributions is \$ _____
3. The amount of my rollover contribution attributable to Roth contributions is \$ _____
The date of my first Roth contribution was _____
4. The amount of my rollover contribution attributable to an in-plan Roth rollover completed under another plan is \$ _____
☐ The year in which I completed the in-plan rollover for the amount I am rolling over into the plan was _____
5. The amount of my plan rollover contribution that is an indirect in-plan Roth rollover is \$ _____
6. The rollover contribution is from the following type of plan:

<input type="checkbox"/> QP/401(k)/Roth401(k) plan	<input type="checkbox"/> 403(a) plan
<input type="checkbox"/> 403(b) plan	<input type="checkbox"/> Governmental 457(b) plan
<input type="checkbox"/> Traditional IRA	<input type="checkbox"/> SIMPLE IRA
<input type="checkbox"/> Current plan	

Note: If necessary, the retirement plan/account service provider can provide the information requested above.

Continued on back

Rollover form – Part 2

Savings and investment elections

Name _____
first middle initial last

Social Security number _____ Email _____

Plan ID 231649

My investments

You have choices for investing your rollover assets. You can select a target risk allocation model portfolio OR create a custom mix. Helpful information on choosing investments is available in the **What ways can you invest?** section of this guide and on your plan's retirement website.

Important: If you don't make any investment elections but complete the rest of this form, you will be invested in the MODERATE MODEL as created and maintained by your plan's fiduciaries. More information on this model is available in the **What ways can you invest?** section of this guide and on your plan's retirement website.

Invest my rollover contribution according to my current investment elections.

☐ Check this box to invest your entire rollover contribution in the same funds and percentages you previously selected for your retirement plan contributions.

Make new investment elections for my rollover contribution.

☐ Check this box if you choose to invest your rollover contribution in different funds and/or percentages than you previously selected. **You can select a target risk allocation model portfolio OR create a custom mix.**

Option 1: Select only one; your contribution will be automatically set to 100%, and you cannot select a custom mix below. More information on these models are available in the **What ways can you invest?** section of this guide and on your plan's retirement website.

Choose a target risk allocation model portfolio, as created and maintained by your plan's fiduciaries.

- ☐ CONSERVATIVE MODEL
- ☐ MODERATE MODEL
- ☐ AGGRESSIVE MODEL
- ☐ CONSERVATIVE TO MODERATE MODEL
- ☐ MODERATE TO AGGRESSIVE MODEL

Or

Option 2: Create a custom mix

Choose one or more investments as long as the total amounts to 100%. Your elections must be made in increments of 1%. Information on each Investment's performance is available on your plan's retirement website and in the **Investment options** section of this guide.

Investment name	Investment %	Investment name	Investment %
Target date allocation		Target date allocation (Cont)	
JPMorgan SmartRetirement® 2020 Fund Class A	_____ %	JPMorgan SmartRetirement® 2050 Fund Class A	_____ %
JPMorgan SmartRetirement® 2025 Fund Class A	_____ %	JPMorgan SmartRetirement® 2055 Fund Class A	_____ %
JPMorgan SmartRetirement® 2030 Fund Class A	_____ %	JPMorgan SmartRetirement® Income Fund Class A	_____ %
JPMorgan SmartRetirement® 2035 Fund Class A	_____ %	Target risk allocation	
JPMorgan SmartRetirement® 2040 Fund Class A	_____ %	Invesco Balanced-Risk Allocation Fund Class A	_____ %
JPMorgan SmartRetirement® 2045 Fund Class A	_____ %	Thornburg Investment Income Builder Fund Class R4	_____ %

Rollover form – Part 2

Savings and investment elections

Name _____
first middle initial last

Social Security number _____ Email _____

Plan ID 231649

Investment name	Investment %
Equity	
ALG Focused Dividend Strategy Fund Class A	_____ %
BlackRock S&P 500 Index Fund Institutional Shares	_____ %
Columbia Small Cap Index Fund Class A	_____ %
Delaware Small Cap Value Fund Class A	_____ %
Eaton Vance Atlanta Capital SMID-Cap Fund Class A	_____ %
Federated MDT Small Cap Growth Fund Class A Shares	_____ %
Lazard International Strategic Equity Portfolio Open Shares	_____ %
MFS International Value Fund Class A	_____ %
Nationwide Mid Cap Market Index Fund Class A	_____ %
Oppenheimer International Growth Fund Class A	_____ %
Pioneer Fundamental Growth Fund Class A	_____ %

Investment name	Investment %
Equity (Cont)	
VanEck Emerging Markets Fund Class A	_____ %
Victory Sycamore Established Value Fund Class A	_____ %
Bond	
AB High Income Fund Class A	_____ %
JPMorgan Government Bond Fund Class A	_____ %
Pioneer Bond Fund Class A	_____ %
Templeton Global Total Return Fund Class A	_____ %
Money market/Stable value	
BlackRock Ready Assets Government Liquidity Fund	_____ %
Other	
Principal Global Real Estate Securities Fund Class A	_____ %

My signature

Signature _____ Date _____

Your signature serves as acknowledgment that you have provided accurate information and authorize the rollover of retirement account assets in accordance with this form as soon as administratively possible.

Employer use only
Signature of plan administrator _____ Date _____
Note: To process this request in the most efficient manner, please use your employer website.

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This is your opportunity. The decision to save today can shape your future. You'll thank yourself later.

Join the plan

Retire ready. Retire happy.



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