

## Nourison Industries Inc 401(k) Profit Sharing Plan Summary of Material Modifications

The purpose of this document is to update your Summary Plan Description (SPD) for an amendment that was recently made to your employer's retirement plan. This document is very important and should be kept with your SPD. If any provisions in this Summary of Material Modifications (SMM) conflict with the terms of your SPD, the terms of this SMM will apply.

Your SPD is amended to read as follows:

Your Employer has amended and restated the Nourison Industries Inc. 401(k) Profit Sharing Plan, which was originally adopted 11/01/1986. The effective date of this amended Plan is 2/1/2017.

### **What if I don't make a specific election to contribute some of my Compensation into the Plan?**

If you are a new employee who has satisfied the eligibility requirements and you were hired on or after the date your Employer adopted this provision, and you do not make a Deferral election, your Plan Administrator will automatically deduct 2% of your Compensation from each paycheck and contribute it to the Plan. If you are an existing employee, have met the Plan's eligibility requirements and have not made a Deferral election, your Plan Administrator will automatically deduct 2% of your Compensation from each paycheck and contribute it to the Plan. These deferrals will be treated as pre-tax Deferrals.

The automatic enrollment Deferral percentage for both new and existing employees will be increased each year by 1% from each payroll up to a maximum rate of 6%. The automatic increase will occur on the first payday in each February. The amount will automatically be deducted from your paycheck and contributed to the Plan on your behalf.

You are not required to participate in the Plan. However if you wish to stop Deferrals, or to defer a different percentage, or if you do not wish to have automatic annual increases in your deferral rate, or if you wish to have annual increases larger than 1%, or if you wish to change the maximum rate at which automatic deferrals will cease, you must notify your Plan Administrator by following the procedures established by your Plan Administrator.

Example 1: You were recently hired and have satisfied the Plan's eligibility requirements and are eligible to contribute to the Plan. But you do not complete your enrollment during the designated time period. You will automatically be enrolled in the Plan and 2% of your Compensation will be contributed to the Plan from each payroll, rather than being paid to you as Compensation.

Example 2: You satisfy the Plan's eligibility requirements and enroll in the Plan by electing 0%. Because you made a specific election of 0% regarding your Deferrals, none of your Compensation will be contributed to the Plan from each payroll. However if you do not wish Deferrals to begin again on the first payday of each February, you must so notify your Plan Administrator that you wish to opt out of automatic annual increases in the Deferral rate.

Example 3: You were automatically enrolled in the Plan. On the first payday in each February the amount you contribute to the Plan from each payroll will automatically increase by 1% of your Compensation until you are contributing 6% of your Compensation into the Plan, or you make a different Deferral election by following the procedures established by your Plan Administrator.