

Beginning in 2018, the Plan will also implement an automatic escalation feature. All Plan participants who are not making salary reduction contributions of at least 7% on July 1, 2018 will automatically

1. Does the Plan's automatic enrollment feature apply to me?

The Plan's automatic enrollment feature applies to all newly hired employees. This means 3% of your eligible compensation for each pay period will be contributed to the Plan as a salary reduction contribution, starting with your first paycheck and continuing through the end of June. Every July 1 your contribution level will increase by 1% (see question 2 below for more information on the automatic escalation feature), until your salary reduction contribution reaches 7% of your eligible compensation. To learn more about the Plan's definition of eligible compensation, you can review the Plan's summary plan description. Your salary reduction contributions to the Plan are taken out of your compensation on a pre-tax basis and are not subject to federal income tax at that time. Instead, they are contributed to your Plan account and will change over time based on any market gains or losses. Your account will be subject to federal income tax only when withdrawn. This helpful tax rule is a reason to save for retirement through Plan contributions. You are in charge of the amount that you contribute. You may decide to do nothing and contribute 3%, or you may choose to contribute an amount that better meets your needs. You must notify Empower Retirement if you want to opt out of the Plan's automatic enrollment feature and receive a refund of any salary reduction contributions made in the first 90 days of your employment (see question 6 for more information on opting out and receiving a refund). You can change your contribution level at any time on the Empower Retirement website. Be aware that there

consult your tax advisor to find out how these limits affect you. The limits are described in the summary plan description.

2. Does the Plan's automatic escalation feature apply to me?

If you are not contributing at a 7% level on July 1, 2018, your salary reduction contributions will automatically increase by 1% at that time. Every July 1 thereafter, your contribution level will increase

another 1% (unless you choose a different level or notify Empower Retirement each year that you want to opt out of the Plan's automatic escalation feature)

