

**SUMMARY OF MATERIAL MODIFICATIONS
TO THE
THE GATES MATCHMAKER PLAN**

Your Employer has amended **The Gates Matchmaker Plan** (the “Plan”), effective as of November 1, 2021. This is a brief summary of the amendment. The Plan document will govern all situations concerning the provisions of the Plan. This summary is not a part of the Plan document.

Your Summary Plan Description (“SPD”) is modified to reflect the addition of In-Plan Roth Rollovers to the Plan.

1. A new section titled **In-Plan Roth Rollovers** is added after the section titled **Investment of Accounts** on page 11 of the SPD to read as follows:

In-Plan Roth Rollovers

You may be eligible to convert all or a portion of your accumulated account balance (other than your existing Roth account balance) to a Roth account in the Plan. This is called an In-Plan Roth Rollover.

The benefit of an In-Plan Roth Rollover is that when you eventually take a distribution from the Plan (i.e. upon Retirement or termination of employment), the entire Roth account balance, including investment earnings, may be distributed tax-free if certain requirements are met. See the Section entitled “Tax Withholding on Distributions” for more information about the tax treatment of Roth distributions. However, you will generally be subject to income tax on the amount converted in the year that you elect the In- Plan Roth Rollover.

An In-Plan Roth Rollover will not result in an actual distribution of monies; they will stay in the Plan. Please also note that you are only eligible to make an In-Plan Roth Rollover of accounts are 100% vested. Please consult with a tax advisor before electing an In-Plan Roth Rollover as the election is irrevocable.

2. A new section titled **Federal Income Tax Rules for In-Plan Roth Rollovers** is added to the end of the section titled **Tax Withholding on Distributions** on page 11 of the SPD to read as follows:

Federal Income Tax Rules for In-Plan Roth Rollovers

In-Plan Roth Rollover amounts are not subject to federal tax withholding at the time of the conversion. However, taxes are due on pre-tax amounts for the year of the conversion. Therefore, you should consider your ability to pay the additional income tax on the amount converted and should consult with a tax professional for the best options for your particular situation.

This summary page should be filed with the Summary Plan Description booklet that has previously been distributed.