

THE GATES MATCHMAKER PLAN
Automatic Enrollment and 401(k) Safe Harbor Notice

October 20, 2021

Contact Us:
Phone: 800-724-7526
Website: gatesretirement.com

Dear Participant,

We all know it's important to save -- especially for a goal like retirement that may be many years away. Gates Corporation wants everyone to look forward to an active and healthy future. Retirement saving requires the commitment of both employer and employee. Please review the enclosed information regarding your plan features to help you achieve your retirement goals.

The enclosed Automatic Enrollment Notice should help you understand your Plan's automatic features, investment options and how they may affect your account.

If you have any questions about your retirement account, investment choices or want to know more about saving and how Schwab Retirement Plan Services "SRPS" can help, please call us at **800-724-7526 (en español 877-905-2553)**. We're here Monday - Friday from 8 a.m. to 10 p.m. Eastern Time. You can access your account, obtain information on plan related investment alternatives, check performance or use the planning tools at any time on **gatesretirement.com**.

Sincerely,



Catherine Golladay
President, Schwab Retirement Plan Services, Inc.

Access to electronic services may be limited or unavailable during periods of peak demand, market volatility, systems upgrade, maintenance, or for other reasons.

THE GATES MATCHMAKER PLAN

401(k) Safe Harbor and Automatic Contribution Arrangement and Qualified Default Investment Alternative Notice

Gates Corporation is making saving for retirement under the GATES MATCHMAKER PLAN (the PLAN) even easier by offering an automatic enrollment feature. For the Plan year beginning January 1, 2022 and ending December 31, 2022, your employer's Plan has been designed to take advantage of the "safe harbor" contribution rules under the Internal Revenue Code.

The automatic feature won't change your contribution level if you've already elected the level of your contributions to the Plan which is at least the Plan's minimum suggested rate or affirmatively elected not to contribute by March 26 each year. Your earlier election will continue to be followed, and matching contributions will be made based on your contribution level and the provisions of your Plan. Matching contributions will then be based on your new contribution level.

You are already enrolled the day you become eligible as described in your Summary Plan Description. You will begin contributing as shown below. You may choose to contribute more, less or not to participate ("opt out") at any time.

<u>Contribution Source</u>	<u>Deferral Rate</u>
Pre Tax Deferred Cash Contrib	3%

Your employer has also implemented an annual enrollment window lasting from March 15 to March 26 each year. If you are not contributing to the Plan at the Plan's minimum rate you will be automatically enrolled unless you actively elect not to participate ("opt out") prior to March 26 each year. This means that amounts will be taken from your eligible pay on a pre-tax basis each pay period and contributed to the Plan, unless you choose otherwise. You can choose to contribute more, less or even nothing.

This notice gives you important information about some provisions with respect to the Plan, including the Plan's automatic investment and enrollment feature. The notice covers these points:

- Whether the Plan's automatic enrollment feature applies to you;
- What amounts will be automatically taken from your pay and contributed to the Plan;
- What other amounts your employer will contribute to your Plan account;
- How your Plan account will be invested;
- When your Plan account will be vested (that is, not forfeited when you leave your job), and when you can get your Plan account; and
- How you can change your contributions.

You can find out more about the Plan in another document, the Plan's Summary Plan Description (SPD).

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

The Plan's auto enrollment features may apply to you unless you have already elected to make contributions to the Plan at a rate of at least 8% or you have elected to not contribute ("opt out") by March 26 each year. If you made such an election, your contribution level will not automatically change. However, if you are a rehired participant, previous elections will not apply. The automatic enrollment feature may apply immediately upon the date of rehire. Automatic enrollment means money is automatically taken from your pay and contributed to your Plan account. Remember, you can always change your contribution level.

You may change your election within 30 days after you become eligible as described in your SPD or by March 26 each year.

2. If I do nothing, how much will be taken from my pay and contributed to my Plan account?

If you choose not to make an election when you first become eligible (either to contribute or opt out), each pay period an amount will be taken from your eligible pay and contributed to your Plan account as shown below:

<u>Contribution Source</u>	<u>Deferral Rate</u>
Pre Tax Deferred Cash Contrib	3%

If you are contributing less than the Plan's minimum suggested rate and choose to not make an election by March 26 each year (either to contribute the minimum or opt out), your contribution level may increase, until it reaches the suggested rate of your eligible pay as shown below:

<u>Contribution Source</u>	<u>Annual Increase</u>	<u>Suggested Rate</u>
Pre Tax Deferred Cash Contrib	1%	8%

If you're currently deferring in a source that is different than Pre Tax Deferred Cash Contrib your contribution level may increase 1% annually based on that source you are currently contributing in (unless you choose a different contribution level) until it reaches the suggested rate of 8% of your eligible pay.

If your combined contribution sources are equal to or greater than the suggested rate, your contribution level may not be increased.

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Your 401(k) contributions to the Plan are taken out of your pay and are not subject to federal income tax at that time. Instead, they are contributed to your Plan account and may grow over time with earnings. This helpful tax rule is a reason to save for retirement through 401(k) contributions. Your account will be subject to federal income tax when withdrawn.

If you want to contribute more to your account than would be provided automatically, there are limits on the maximum amount. You may elect to defer up to the Plan's maximum rate of your eligible compensation into the Plan for each employee contribution source. In general, the current maximum rate is:

<u>Source Name</u>	<u>Maximum Rate</u>
Pre Tax Deferred Cash Contrib	75%
Pre Tax Catch Up Contributions	100%
Roth Contributions	75%
Roth Catch Up Contributions	100%
After Tax Post 86	75%

Employee 401(k) contributions are subject to an IRS-imposed limit. If you are age 50 or older during the calendar year, you may also make catch-up contributions to the Plan up to the IRS imposed limit. These limits are described in the section of the Plan's Summary Plan Description (SPD) related to contributions.

You are in charge of the amount that you contribute to best meet your needs.

3. In addition to the contributions taken out of my pay, what amounts will my employer contribute to my Plan account?

Besides contributing the amounts taken from your pay, your employer will make other contributions to your Plan account. An employee who has met the eligibility provisions of the Plan will receive a "safe harbor" employer contribution equal to 3% of compensation.

At its sole discretion, your employer may also make additional discretionary employer matching contributions or discretionary employer profit sharing contributions.

To learn more about employer contributions you can review the section of the Plan's SPD related to contributions. The employer contribution is paid on a pre-tax basis and may be taxable at withdrawal.

4. What compensation is used to determine my contributions in the Plan?

Plan compensation is generally your total taxable wages paid during the Plan year while you are eligible for the Plan. However, compensation in excess of the IRS-imposed limit will be disregarded. To learn more about the Plan's definition of compensation and eligible pay, you can review the Plan's SPD.

5. How will my Plan account be invested?

The Plan lets you allocate your account in a number of different options. Unless you choose differently, your Plan account may be automatically allocated as outlined below:

A model portfolio will be selected for you based upon your birth date in the chart below, as determined by the Plan. Each model provides a portfolio selected from the Plan's core options. The model is an asset allocation model, which divides the account between stocks, bonds, and capital preservation. There is no guarantee it will accomplish its objective and the investments can lose money. The underlying investment options that comprise the model may have expenses for investment management and administration of the options. This is shown below as Operating Expense. The underlying investment options may also impose fees, or have other restrictions, for transfers out of the option. For more detailed information about the investment objectives, risks, expenses, fees or other restrictions on the underlying investment options that comprise the model, please see the fact sheet available on gatesretirement.com or refer to the information previously sent to you in your Plan Enrollment guide.

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Date of Birth Model Portfolio Position	1998 & after Target 2065 Model Election Percent	1993 - 1997 Target 2060 Model Election Percent	1988 - 1992 Target 2055 Model Election Percent	1983 - 1987 Target 2050 Model Election Percent	Operating Expense
Gates Stable Value Fund	3%	3%	2%	2%	0.20%
Vanguard Inflation-Protected Secs Adm	0%	0%	0%	0%	0.10%
Dodge & Cox Balanced	1%	1%	1%	1%	0.53%
PIMCO All Asset Instl	9%	9%	9%	9%	0.915%
American Funds Fundamental Invs R6	3%	3%	3%	4%	0.28%
Vanguard Institutional Index I	10%	10%	11%	12%	0.035%
Vanguard Mid Cap Index Institutional	6%	6%	6%	5%	0.04%
Vanguard Small Cap Index I	3%	3%	3%	3%	0.04%
American Funds New Perspective R6	20%	20%	20%	20%	0.42%
Vanguard Total Bond Market Index I	2%	2%	2%	2%	0.035%
Vanguard Total Intl Stock Index I	9%	9%	9%	9%	0.08%
American Funds Europacific Growth R6	12%	12%	12%	12%	0.46%
T. Rowe Price All-Cap Opportunities-I	9%	9%	9%	8%	0.65%
Loomis Sayles Core Plus Fixed Income C	0%	0%	0%	0%	0.35%
Vanguard Equity-Income Adm	12%	12%	12%	12%	0.19%
MFS Mid Cap Value R6	1%	1%	1%	1%	0.68%

Date of Birth Model Portfolio Position	1978 - 1982 Target 2045 Model Election Percent	1973 - 1977 Target 2040 Model Election Percent	1968 - 1972 Target 2035 Model Election Percent	1963 - 1967 Target 2030 Model Election Percent	Operating Expense
Gates Stable Value Fund	2%	2%	2%	2%	0.20%
Vanguard Inflation-Protected Secs Adm	0%	0%	0%	2%	0.10%
Dodge & Cox Balanced	2%	4%	7%	9%	0.53%
PIMCO All Asset Instl	9%	8%	8%	7%	0.915%
American Funds Fundamental Invs R6	4%	5%	6%	5%	0.28%
Vanguard Institutional Index I	14%	14%	12%	10%	0.035%
Vanguard Mid Cap Index Institutional	5%	5%	4%	3%	0.04%
Vanguard Small Cap Index I	3%	3%	2%	2%	0.04%
American Funds New Perspective R6	20%	20%	20%	20%	0.42%
Vanguard Total Bond Market Index I	2%	3%	5%	9%	0.035%
Vanguard Total Intl Stock Index I	9%	9%	9%	7%	0.08%
American Funds Europacific Growth R6	12%	9%	7%	5%	0.46%
T. Rowe Price All-Cap Opportunities-I	6%	5%	4%	2%	0.65%
Loomis Sayles Core Plus Fixed Income C	0%	3%	7%	11%	0.35%
Vanguard Equity-Income Adm	11%	9%	6%	5%	0.19%
MFS Mid Cap Value R6	1%	1%	1%	1%	0.68%

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Date of Birth Model Portfolio	1958 - 1962 Target 2025 Model	1953 - 1957 Target 2020 Model	1948 - 1952 Target 2015 Model	1947 and Prior Conservative Income Model	
Position	Election Percent	Election Percent	Election Percent	Election Percent	Operating Expense
Gates Stable Value Fund	3%	4%	6%	7%	0.20%
Vanguard Inflation-Protected Secs Adm	3%	5%	7%	10%	0.10%
Dodge & Cox Balanced	10%	8%	9%	12%	0.53%
PIMCO All Asset Instl	6%	5%	4%	4%	0.915%
American Funds Fundamental Invs R6	5%	4%	3%	1%	0.28%
Vanguard Institutional Index I	8%	7%	5%	4%	0.035%
Vanguard Mid Cap Index Institutional	3%	3%	2%	1%	0.04%
Vanguard Small Cap Index I	2%	1%	1%	1%	0.04%
American Funds New Perspective R6	17%	13%	10%	8%	0.42%
Vanguard Total Bond Market Index I	10%	13%	18%	21%	0.035%
Vanguard Total Intl Stock Index I	6%	5%	5%	4%	0.08%
American Funds Europacific Growth R6	4%	4%	3%	1%	0.46%
T. Rowe Price All-Cap Opportunities-I	1%	1%	1%	2%	0.65%
Loomis Sayles Core Plus Fixed Income C	19%	24%	24%	24%	0.35%
Vanguard Equity-Income Adm	3%	3%	2%	0%	0.19%
MFS Mid Cap Value R6	0%	0%	0%	0%	0.68%

* If your date of birth is not available at the time contributions are made, a portfolio can not be selected for you. In this case, your contributions will be invested 7% in Gates Stable Value Fund, 10% in Vanguard Inflation-Protected Secs Adm, 12% in Dodge & Cox Balanced, 4% in PIMCO All Asset Instl, 1% in American Funds Fundamental Invs R6, 4% in Vanguard Institutional Index I, 1% in Vanguard Mid Cap Index Institutional, 1% in Vanguard Small Cap Index I, 8% in American Funds New Perspective R6, 21% in Vanguard Total Bond Market Index I, 4% in Vanguard Total Intl Stock Index I, 1% in American Funds Europacific Growth R6, 2% in T. Rowe Price All-Cap Opportunities-I, and 24% in Loomis Sayles Core Plus Fixed Income C.

Data provided by Morningstar, Inc. at www.morningstar.com or by your plan administrator.

Gates Stable Value Fund. The Stable Value Fund (the 'Fund') is a conservative investment option that seeks to provide a stable rate of return, preservation of principal and liquidity. The Fund is a type of investment option commonly referred to as a 'stable value fund.' Stable value funds typically hold a variety of principal preservation investments. The returns for the various investments that make up the stable value portfolio are blended together to provide participants with an aggregate return. The Operating Expense for the fund is 0.20%.

Vanguard Inflation-Protected Secs Adm. The investment seeks to provide inflation protection and income consistent with investment in inflation-indexed securities. The fund invests at least 80% of its assets in inflation-indexed bonds issued by the U.S. government, its agencies and instrumentalities, and corporations. It may invest in bonds of any maturity; however, its dollar-weighted average maturity is expected to be in the range of 7 to 20 years. At a minimum, all bonds purchased by the fund will be rated investment-grade or, if unrated, will be considered by the advisor to be investment-grade. The Operating Expense for the fund is 0.10%. Vanguard Inflation-Protected Secs Adm can not be repurchased within 30 days of a sale due to fund transfer.

Dodge & Cox Balanced. The investment seeks regular income, conservation of principal, and an opportunity for long-term growth of principal and income. The fund invests in a diversified portfolio of equity securities and debt securities. Under normal circumstances no less than 25% and no more than 75% of the fund's total assets will be invested in equity securities. It may invest up to 20% of its total assets in U.S. dollar-denominated equity or debt securities of non-U.S. issuers traded in the United States that are not in the S&P 500 Index. The Operating Expense for the fund is 0.53%.

PIMCO All Asset Instl. The investment seeks maximum real return, consistent with preservation of real capital and prudent investment management. The fund is a 'fund of funds,' which is a term used to describe mutual funds that pursue their investment objective by investing in other funds. It seeks to achieve its investment objective by investing substantially all of its assets in the least expensive class of shares of any actively managed or smart beta funds (including mutual funds or exchange-traded funds) of the Trust, or PIMCO ETF Trust or PIMCO Equity Series, each an affiliated open-end investment company, except other funds of funds. The Operating Expense for the fund is 0.915%.

American Funds Fundamental Invs R6. The investment seeks long-term growth of capital and income. The fund invests primarily in common stocks of companies that appear to offer superior opportunities for capital growth and most of which have a history of paying dividends. It may invest significantly in securities of issuers domiciled outside the United States. The investment adviser uses a system of multiple portfolio managers in managing the fund's assets. The Operating Expense for the fund is 0.28%.

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Vanguard Institutional Index I. The investment seeks to track the performance of the S&P 500 Index that measures the investment return of large-capitalization stocks. The fund employs an indexing investment approach designed to track the performance of the S&P 500 Index, a widely recognized benchmark of U.S. stock market performance that is dominated by the stocks of large U.S. companies. The advisor attempts to replicate the target index by investing all, or substantially all, of its assets in the stocks that make up the index, holding each stock in approximately the same proportion as its weighting in the index. The Operating Expense for the fund is 0.035%. Vanguard Institutional Index I can not be repurchased within 30 days of a sale due to fund transfer.

Vanguard Mid Cap Index Institutional. The investment seeks to track the performance of the CRSP US Mid Cap Index that measures the investment return of mid-capitalization stocks. The fund employs an indexing investment approach designed to track the performance of the CRSP US Mid Cap Index, a broadly diversified index of stocks of mid-size U.S. companies. The advisor attempts to replicate the target index by investing all, or substantially all, of its assets in the stocks that make up the index, holding each stock in approximately the same proportion as its weighting in the index. The Operating Expense for the fund is 0.04%. Vanguard Mid Cap Index Institutional can not be repurchased within 30 days of a sale due to fund transfer.

Vanguard Small Cap Index I. The investment seeks to track the performance of the CRSP US Small Cap Index that measures the investment return of small-capitalization stocks. The fund employs an indexing investment approach designed to track the performance of the CRSP US Small Cap Index, a broadly diversified index of stocks of small U.S. companies. The advisor attempts to replicate the target index by investing all, or substantially all, of its assets in the stocks that make up the index, holding each stock in approximately the same proportion as its weighting in the index. The Operating Expense for the fund is 0.04%. Vanguard Small Cap Index I can not be repurchased within 30 days of a sale due to fund transfer.

American Funds New Perspective R6. The investment seeks long-term growth of capital; future income is a secondary objective. The fund seeks to take advantage of investment opportunities generated by changes in international trade patterns and economic and political relationships by investing in common stocks of companies located around the world. In pursuing its investment objective, it invests primarily in common stocks that the investment adviser believes have the potential for growth. The Operating Expense for the fund is 0.42%.

Vanguard Total Bond Market Index I. The investment seeks to track the performance of the Bloomberg Barclays U.S. Aggregate Float Adjusted Index. This index measures the performance of a wide spectrum of public, investment-grade, taxable, fixed income securities in the United States-including government, corporate, and international dollar-denominated bonds, as well as mortgage-backed and asset-backed securities-all with maturities of more than 1 year. All of the fund's investments will be selected through the sampling process, and at least 80% of its assets will be invested in bonds held in the index. The Operating Expense for the fund is 0.035%. Vanguard Total Bond Market Index I can not be repurchased within 30 days of a sale due to fund transfer.

Vanguard Total Intl Stock Index I. The investment seeks to track the performance of a benchmark index that measures the investment return of stocks issued by companies located in developed and emerging markets, excluding the United States. The fund employs an indexing investment approach designed to track the performance of the FTSE Global All Cap ex US Index, a float-adjusted market-capitalization-weighted index designed to measure equity market performance of companies located in developed and emerging markets, excluding the United States. It invests all, or substantially all, of its assets in the common stocks included in its target index. The Operating Expense for the fund is 0.08%. Vanguard Total Intl Stock Index I can not be repurchased within 30 days of a sale due to fund transfer.

American Funds Europacific Growth R6. The investment seeks long-term growth of capital. The fund invests primarily in common stocks of issuers in Europe and the Pacific Basin that the investment adviser believes have the potential for growth. Growth stocks are stocks that the investment adviser believes have the potential for above-average capital appreciation. It normally will invest at least 80% of its net assets in securities of issuers in Europe and the Pacific Basin. The fund may invest a portion of its assets in common stocks and other securities of companies in emerging markets. The Operating Expense for the fund is 0.46%.

T. Rowe Price All-Cap Opportunities-I. The investment seeks to provide long-term capital growth. The fund invests primarily (at least 65% of its total assets) in common stocks of U.S. companies operating in those sectors of the economy that, in T. Rowe Price's view, are the fastest growing or have the greatest growth potential. It may invest in foreign stocks in keeping with the fund's objective. The Operating Expense for the fund is 0.65%. T. Rowe Price All-Cap Opportunities-I can not be repurchased within 30 days of a sale due to fund transfer.

Loomis Sayles Core Plus Fixed Income C. The strategy is actively managed and benchmark-aware, seeking to outperform the index by 100-175 basis points over a 3-5 year market cycle. The team manages diversified portfolios to seek consistent returns by employing an integrated approach driven by top-down sector insights and deep fundamental security research. Sector selection is developed in concert with individual security selection and fundamental industry analysis. Portfolios are well diversified and positioned in securities and strategies that are expected to be effective contributors to moderate long-term risk adjusted relative investment performance. The Operating Expense for the fund is 0.35%.

Vanguard Equity-Income Adm. The investment seeks to provide an above-average level of current income and reasonable long-term capital appreciation. The fund invests mainly in common stocks of mid-size and large companies whose stocks typically pay above-average levels of dividend income and are, in the opinion of the purchasing advisor, undervalued relative to similar stocks. In addition, the advisors generally look for companies that they believe are committed to paying dividends consistently. Under normal circumstances, it will invest at least 80% of its assets in equity securities. The fund uses multiple investment advisors. The Operating Expense for the fund is 0.19%. Vanguard Equity-Income Adm can not be repurchased within 30 days of a sale due to fund transfer.

MFS Mid Cap Value R6. The investment seeks capital appreciation. The fund normally invests at least 80% of the fund's net assets in issuers with medium market capitalizations. The adviser generally defines medium market capitalization issuers as issuers with market capitalizations similar to those of issuers

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included in the Russell Midcap® Value Index over the last 13 months at the time of purchase. It normally invests the fund's assets primarily in equity securities. The Operating Expense for the fund is 0.68%.

The Plan may change from time to time which alternative is used for investing your contributions that are deposited before you make your own investment election (the "default fund"). Any previous contributions may remain invested in the Plan's default fund in place at the time contributions were made. Your current balances are illustrated on gatesretirement.com along with more detailed information which is available for all positions currently held in the Plan, including investment alternatives which may have previously been the Plan's default fund.

If some or all of your account in the Plan is automatically invested, you still have the opportunity to choose the allocation in your account in any combination of the investment options offered by the Plan by requesting a transfer or rebalance (subject to prospectus requirements and trading restrictions placed by your plan sponsor).

To learn more about the Plan's investment alternatives and to change how your Plan account is invested you can visit gatesretirement.com anytime or call **800-724-7526 (en español 877-905-2553)**. We're here Monday - Friday from 8 a.m. to 10 p.m. Eastern Time.

6. When will my Plan account be vested and available to me?

You will always be fully vested in your contributions to the Plan. Each source of employer contributions in the Plan may have its own vesting schedule. You will be fully vested in each employer contribution source after completing the years of service outlined below:

<u>Source Name</u>	<u>Years of Service for Full Vesting</u>
Prior Company Contribution	Always Fully Vested
Prior Company Match Account	Always Fully Vested
Trust Earnings and Forfeitures	Always Fully Vested
QNEC	Always Fully Vested
QMAC	Always Fully Vested
Misc Income	Always Fully Vested
USERRA Match	Always Fully Vested
USERRA Discretionary	Always Fully Vested
Prior Vested Employer Balance	Always Fully Vested
Atlas Prior Safe Harbor Match	Always Fully Vested
Atlas Prior Non-SH Match	After 2 Years
Company Basic Contributions	Always Fully Vested
Company Matching Contributions	After 3 Years

To be fully vested in Plan contributions means that the contributions (together with any investment gain or loss) will always belong to you, and you will not lose them when you leave your job. Your beneficiary is entitled to any vested amount remaining in your account when you die. For more information about years of service and vesting, you can review the section of the Plan's SPD related to vesting.

Even if you are vested in your Plan account, there are limits on when you may withdraw your funds. These limits may be important to you in deciding how much, if any, to contribute to the Plan. Generally you may only withdraw vested money after you leave your job, reach age 59 ½, or become disabled. Also, there is generally an extra 10% tax on distributions before age 59 ½.

You may be able to borrow certain amounts from your vested Plan account, and may be able to take out certain vested money if you have a hardship. Hardship distributions are permitted from those accounts as provided for under the Plan. Hardship distributions must be for a specified reason as provided by the Plan. Before you can take a hardship distribution, you must have taken other permitted withdrawals from qualifying employer plans.

A portion of your account may also be available for other withdrawals while you are still employed with the employer. You may withdraw your voluntary employee after-tax contributions and rollover contributions at any time. After age 59 ½, you may be able to withdraw certain 401(k), matching contribution, rollover, employer profit sharing, other, and QNEC-QMAC contributions.

You can learn more about the Plan's withdrawal and loan rules in the Plan's SPD. You can also learn more about the extra 10% tax in IRS Publication 575, Pension and Annuity Income.

7. Can I change the amount of contributions?

You can always change the amount you contribute to the Plan.

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8. Suspension or Reduction of Safe Harbor Contribution

The Employer retains the right to reduce or suspend the safe harbor contribution under the Plan. If the Employer chooses to do so, you will receive a supplemental notice explaining the reduction or suspension of the safe harbor contribution at least 30 days before the change is effective. The Employer will contribute any safe harbor contribution you have earned up to that point. At this time, the Employer has no such intention to suspend or reduce the safe harbor contribution.

9. Contact Us

You can contact us or make changes to your account on gatesretirement.com anytime or by calling **800-724-7526 (en español 877-905-2553)**. We're here Monday - Friday from 8 a.m. to 10 p.m. Eastern Time.

You may contact us if you would like to change your contribution level or opt out, make changes to your elections, have any questions about how the Plan works or your rights and obligations under the Plan, or if you would like a copy of the Plan's SPD or other Plan documents.

Access to Electronic Services may be limited or unavailable during periods of peak demand, market volatility, systems upgrade, maintenance, or for other reasons.

The Schwab Managed Retirement Trust Funds™, Schwab Indexed Retirement Trust Funds® and Schwab Institutional Trust Funds® (each a "Trust", collectively the "Trusts" or "Collective Investment Trusts (CITs)") are collective investment trusts maintained by Charles Schwab Trust Bank (CSTB), as trustee. They are available for investment only by eligible retirement plans and entities. Charles Schwab Trust Bank's Collective Investment Trusts are not insured by FDIC or any other type of deposit insurance; are not deposits or other obligations of, and are not guaranteed by CSTB or any of its affiliates; and involve investment risks, including possible loss of principal invested. The Trusts are not mutual funds and are exempt from registration and regulation under the Investment Company Act of 1940 (the "1940 Act"), and their units are not registered under the Securities Act of 1933, or applicable securities laws of any state or other jurisdiction. Unit holders of the Trusts are not entitled to the protections of the 1940 Act. The decision to invest in the Trusts should be carefully considered. The Trusts' unit values will fluctuate and may be worth more or less when redeemed, so unit holders may lose money. The Trusts are not sold by prospectus and are not available for investment by the public. The Trusts' prices are not quoted in newspapers. Effective January 1, 2019, Charles Schwab Bank transferred its Collective Investment Trusts to CSTB, a subsidiary of The Charles Schwab Corporation. CSTB serves as successor trustee of the Trusts and succeeds to the rights and obligations of Charles Schwab Bank under the Trusts' Participation Agreement. This transfer resulted in no material change to the investment management, operations or structure of the Trusts.

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This notice is intended to comply with notification requirements applicable to safe harbor, automatic enrollment, and automatic investment programs. The contribution percentage and investments listed do not constitute recommendations by your employer or SRPS. You are responsible for determining an investment strategy to meet the needs of your retirement.

You should consult the Plan Document and Summary Plan Description for further information regarding your rights under the Plan. This notice is not intended to, nor should you construe it as, modifying any aspect of the Plan Document or SPD. Subject to certain conditions, your employer retains the right to amend the Plan, including the right to change or discontinue Safe Harbor contributions. Your employer also has the right to terminate the Plan at any time, which will result in the discontinuance of all contributions to the Plan, including any Safe Harbor contributions accrued after the date of Plan termination.

This information is not intended to be a substitute for specific individualized tax, legal or investment planning advice. Where specific advice is necessary or appropriate, you should consult with a qualified tax advisor, CPA, Financial Planner or Investment Manager.

Schwab Retirement Plan Services, Inc. provides recordkeeping and related services with respect to retirement plans and has provided this communication to you as part of the recordkeeping services it provides to the Plan.

Trust, custody and deposit products and services are available through Charles Schwab Bank and Charles Schwab Trust Bank, Member of FDIC.

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