

Knowlan's

To: Knowlan's and Aarthun 401(k) Retirement Plan Participants
From: Chris Thienes – Plan Administrator
Date: June 4, 2015
Re: 401(k) Plan – Match Notification

As you may recall, the 401k match was suspended in April, 2010 due to a difficult economic environment. Since that time, the Company has annually reviewed the 401(k) plan and our ability to resume the match. I am happy to announce that effective July 1, 2015, the match will return.

What is the 401(k) match and how does it work?

The match is a discretionary contribution that Knowlan's may make to eligible participants. The current match formula is 50% of your contribution up to the first 5% of your salary deferral.

Who is eligible for the match?

Plan participants that have active salary deferrals are eligible for the match, excluding union members of UFCW Local 653.

If I am eligible for the plan/match and I am actively contributing to the plan, do I need to take any action to receive the match?

No. The match is automatically applied to eligible plan participant contributions.

If I am eligible for the plan/match and I am NOT actively contributing, do I need to take any action to receive the match?

Yes. You need to enroll in the plan no later than June 30. Please contact Chris Thienes at 651-787-9466 for enrollment materials.

We value our associates and are committed to making choices today that will position you and the Company for long term success. If you have questions, please contact me at 651-787-9466 or via email at cthienes@knowlans.com