

Annual Notice to Eligible Participants of the The Broaster Company 401(k) Profit Sharing Plan (“the 401(k) Plan”)

December 1, 2016

This IRS-required Notice provides important information relating to your participation in the 401(k) Plan for the plan year that begins January 1, 2017 (called the “2017 plan year” in this Notice). You should consider this information as you decide how much (if any) of your compensation you wish to deduct from your paychecks as your employee tax-deferred contribution into the Plan for the 2017 plan year.

Safe Harbor Matching Contribution for the 2017 Plan Year

For the 2017 plan year, Broaster will provide you with a so-called Safe Harbor matching contribution. The Safe Harbor matching contribution will be a dollar-for-dollar matching contribution based upon your salary deferrals (your 401(k) payroll-deduction contributions) up to 3% of your compensation and then a 50¢-on-the-dollar matching contribution on your salary deferrals from 3% to 5% of your compensation. This formula results in a maximum matching contribution from Broaster Company of 4% of your compensation on an employee contribution rate of 5%. *You will be immediately 100% vested in this Safe Harbor matching contribution.*

Example: Assume John's per-paycheck compensation is \$1,461.38. He elects to contribute 5% (\$73.07) of his paycheck compensation into his 401(k) Plan account. Broaster will provide him with a total Safe Harbor matching contribution of \$58.45 (computed as a dollar-for-dollar match on his first 3% deferral = \$43.84 PLUS a 50¢-per-dollar match on his next 2% deferral = \$14.61.)

Eligibility for Safe Harbor matching contribution: Broaster employees are eligible to make tax-deferred contributions into the Plan beginning effective the first day of the first calendar quarter after attaining age 21 and working at least 1,000 hours within their first twelve months of employment. Broaster employees currently receiving employer matching contributions are immediately eligible to receive the new (as of 1/1/2017) Safe Harbor matching.

Salary Deferrals: You may contribute to the Plan on your own behalf. Your 401(k) Salary Deferral Contributions will be withheld from your pay and deposited to the Plan on or closely proximate to each bi-weekly paycheck date. (Weekly pay employees' contributions are accumulated for the prior week then deposited with the bi-weekly employees' contributions.) Your contributions reduce your taxable income by the amount you contribute. Your contributions are limited in \$\$ amount by law and the Plan document. You may contribute a maximum of 100% of your compensation, but not in excess of the 2017 calendar year dollar limit of \$18,000. Participants reaching age 50 any time during 2017 may contribute an additional \$6,000 “Catch-Up” Salary Deferral on their own behalf. *(These limits remain unchanged from their 2016 levels.)* Broaster will base the calculation of your matching contributions on the salary deferrals you make for each payroll period. It's therefore important that you contribute in relatively equal amounts throughout the calendar year to maximize your matching contribution. Your Safe Harbor matching contribution will be deposited to the 401(k) Plan's Trust investments along with your salary deferral contribution shortly after each bi-weekly paycheck date.

Compensation: Broaster will consider the “Compensation” (as defined by the Plan Document) paid to you each payroll period in determining the amount of your Safe Harbor matching contribution.

Withdrawal restrictions: Generally, any Safe Harbor matching contributions made on your behalf may not be withdrawn until your employment with Broaster Company terminates, or you attain age 59½, become totally disabled, or die. That said, the Plan provides for in-service withdrawals of a portion of your account if you come under immediate and heavy financial need.

Modification of Safe Harbor matching contribution: If Broaster Company decides to modify or cease making the Safe Harbor matching contribution during the 2017 plan year, Broaster must (to maintain the Plan's legal compliance) notify you at least 30 days before the effective date of that change and continue the Safe Harbor matching through that effective date.

Administrative procedures: If you are currently contributing and wish to continue that contribution without modification, no further action is required at this time. You may start or change your deferral (401(k) payroll deduction contribution) election for the 2017 plan year by completing a *Participant's Original Deferral Agreement* or a *Future Contributions – Deferral Rate and / or Investment Mix Change Request*. You may change your deferral election at any time thereafter by completing a new Form.

Please refer to the Plan's **Summary Plan Description** available at www.planspecs.com/broaster for additional information on other Plan features.

Contact Maureen Miller or Jeanie Johnson for further information.