

**Chicago Blower Corporation Profit Sharing and 401(k) Arrangement
Department of Labor (DoL) – Qualified Default Investment Alternative (QDIA)
DoL Required Annual Profit Sharing Contribution Notice – April, 2017**

Introduction to your Plans' QDIA:

Chicago Blower Corporation sponsors the Profit Sharing and 401(k) Arrangement and the Production and Maintenance Employees Profit Sharing and 401(k) Arrangement ("the Plans"), two qualified retirement plans to help you attain financial security during your retirement years. As a Plan participant you decide how your retirement dollars will be invested. If you do not make an investment election, your contributions will be invested in the Plan's Qualified Default Investment Alternative (QDIA.) This QDIA Initial Profit Sharing Contribution Notice:

1. describes when the QDIA is used;
2. provides details regarding the QDIA selected by the Plan's Trustees;
3. outlines your right to direct the investment of your Plan contributions to other investments available in the Plan or to elect not to have contributions withheld from your pay, if eligible; and
4. explains how you can obtain additional information regarding those investment alternatives.

Keep this disclosure with your Summary Plan Description and other Plan documents, statements and notices.

When the QDIA will be used: QDIA is utilized ONLY if you have not directed your Plan investments!

1. Profit sharing contributions (as distinguished from employee 401(k) payroll contributions) on behalf of participants with no other direction of future contributions on file with the Plan Administrator, are subject to default direction into the QDIA.
2. Special 30-day treatment of profit sharing contributions allocated to participants who are new to the Plan: Profit Sharing contributions for new Plan participants are initially deposited to the Vanguard Treasury Money Market Fund. If no participant investment direction is received by the Plan Administrator within 30 days thereafter, the profit sharing contribution and any investment return earned thereon is moved to the QDIA Vanguard Target Retirement™ Fund applicable to that participant's age.

Remember, you can direct investments to your Plan account to any of the investment alternatives available in the Plan.

The QDIA for your Plan is: The Vanguard Target Retirement™ Funds.

These are a set of individual mutual funds that are broadly diversified within themselves and that gradually become more conservative as your year of retirement approaches, reducing risk automatically. The current 10 funds comprising this product line are set up to simulate a "Glide Path" to retirement. That is, the funds with the most distant dates (eg. 2040 thru 2060) are structured with the most aggressive allocation to stocks - almost 90% exposure. Those with closer-in dates (eg. 2015 and 2020) adhere to more conservative allocations; stock exposure is in the 55% area for these two funds.

The "Glide Path" is relatively constant, meaning that changes occur slowly and steadily over time. For example, the stock allocation of the 2045 fund will change from 90% initially to 40% in about 2050 – a change of 50 percentage points over a period of about 45 years or by just over 1 percentage point a year on average. At the target date, the fund's equity allocation, consistent with all funds, will be comprised of 60% domestic equity (Vanguard Total Stock Market Index) and 40% international equity (Vanguard International Stock Index). At the target date, fixed income portion will be 55% (Vanguard Total Bond Market Index Fund, Vanguard Short-Term Inflation-Protected Securities Index Fund and Total International Bond Index Fund).

Finally, consistent with the "Glide Path" methodology, each Target Retirement Fund merges into the Target Retirement Income Fund seven years after the target date. For example, the 2015 Target Retirement Fund will be merged into the Target Retirement Income Fund in 2022. Operating expense ratios for all the Target Retirement Funds are very low - between 0.14% and 0.16% annually. The underlying Vanguard funds comprising the Target Retirement Funds are: Total Bond Market II Index Fund, Total International Bond Index Fund, Short-Term Inflation-Protected Securities Index Fund, Total Stock Market Index Fund and Total International Stock Index.

Comprehensive information on the Plan's QDIA funds including Prospectus are available on the Plans' website www.planspecs.com/cbc >> *Plan Investing*.

Making Investment Elections other than the QDIA:

To actively direct your Plan account investments you must complete the applicable form and submit it to the Plan Administrator at info@planspecs.com via scan/e-mail or via fax to 847-433-0139. You may switch from the QDIA to another investment of your choosing without penalty. There are two categories of your account balance for which you may provide investment instructions: Future Contributions and/or Existing Account Balances. All Plan administration forms are available to pre-authorized Plan participants upon logging into the secure portion of www.planspecs.com/cbc. Contact info@planspecs.com with any further questions related to the Plan.