

**Chicago Blower Corporation Profit Sharing and 401(k) Arrangement  
Department of Labor (DoL) – Qualified Default Investment Alternative (QDIA)  
DoL Required Employee Notice – April, 2020**

**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 Employee 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: The QDIA is applied ONLY if you do not direct your Plan investments!**

Future profit sharing contributions (as distinguished from employee 401(k) payroll contributions) on behalf of participants with no other direction for future contributions on file with the Plan Administrator, are subject to default direction into the QDIA.

In general, you can invest your Plan account in any of the investment alternatives available in the Plan but this direction MUST be actively authorized by you on the appropriate investment directive form as provided by the Plan Administrator. (See final section of this Notice for instructions.)

**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 targeted 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. 2045 thru 2060) are structured with the most aggressive allocation to stocks - almost 90% exposure. Those with closer-in dates (eg. 2015, 2020 and 2025) adhere to far more conservative allocations; stock exposure is in the 41% to 62% range (respectively) for these three funds with the 2015 variant currently hosting around 40% in stocks.

The "Glide Path" is relatively constant, meaning that changes occur slowly and steadily over time. For example, the stock allocation of the 2050 fund will change from 90% initially (that is, in now-current years) to about 30% in about 2015 – a change of 60 percentage points over a period of about 35 years or by just under 2 percentage points a year on average. At the target date, the fund's ~44% equity allocation, consistent with all these funds, will be comprised of approximately 70% *domestic* equity (Vanguard Total Stock Market Index) and 30% *foreign* equity (Vanguard Total International Stock Index Fund). At the target date, fixed income portion will be ~56% comprised of a combination of Vanguard's Index Total Bond Market II, Total International Bond, and Short-Term Inflation-Protected Securities funds.

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 between 0.12% and 0.15% annually. Vanguard Index funds comprising the Target Retirement Funds are: Short-Term Inflation Protected Securities, Total Bond Market II, Total Stock Market, Total International Bond, and Total International Stock.

Comprehensive information on the Plan's QDIA funds including Prospectus are available on the Plans' website [www.planspecs.com/cbc](http://www.planspecs.com/cbc) under the "Plan Investing" tab.

**Making Investment Elections other than the QDIA:**

If you decide you want to actively direct the investment of future contribution deposits to the Plan made on your behalf, through either employee payroll deductions or company profit sharing, you must submit instructions to the Plan Administrator at [info@planspecs.com](mailto:info@planspecs.com) via fax to 847-433-0139 or scan/e-mail using the appropriate Plan form. You may switch from the QDIA to another investment of your choosing at any time without penalty. There are two categories of your account balance for which you may provide investment instructions:

- Future Contributions (and participant loan repayments as applicable) via a *Participant's Original Deferral Agreement* form or a *Future Contributions – Deferral Rate and /or Investment Mix Change Request* form.
- Existing Account Balances via a *Vanguard Funds Existing Balance Re-Mix Request* form.

All Plan administration forms are available to pre-authorized Plan participants upon logging into the secure portion of [www.planspecs.com/cbc](http://www.planspecs.com/cbc). Contact [info@planspecs.com](mailto:info@planspecs.com) with any further questions related to the Plans.