

To: Participants in Western Pneumatics LLC 401(k) Profit Sharing Plan
From: Western Pneumatics LLC
Date: November 5, 2021
Re: Western Pneumatics LLC 401(k) Profit Sharing Plan

We are happy to announce, effective January 1, 2022, the merger of the LDX Solutions 401(k) Plan with the Western Pneumatics LLC 401(k) Profit Sharing Plan. **The new plan name will be LDX Solutions 401(k) Plan.**

You will soon be receiving a new Summary Plan Description outlining plan provisions for the newly updated LDX Solutions 401(k) Plan effective January 1, 2022. Below is a summary of the more significant changes:

- If you are not already a participant in the plan, you will become eligible on the first of the month coincident with or next following 90-consecutive days of employment.
- The company will match 100% of your salary deferrals that do not exceed 4% of compensation, plus 50% of your salary deferrals that exceed 4% of your compensation but do not exceed 6% of your compensation. For example, if you defer 6%, you will receive a company match of 5%.
- All contributions in the plan will be 100% vested.
- Hardship Distributions have been expanded to allow distributions to be made from the Rollover source.
- In-Service Distributions will be allowed at age 59 ½ and older.
- Deferral modifications will be allowed monthly.

You will be receiving required notices from John Hancock under the new plan name, which are applicable to the 2022 plan year, later this month.

If you have any questions, please contact Tracy McClain at (541) 461-2600.

Thank you for your patience during the transition.

With this memo, please find a notice detailing new investment options being added to the plan, effective 12/01/2021.

November 5, 2021

Dear participant,

IMPORTANT INFORMATION CONCERNING YOUR PLAN's INVESTMENT OPTIONS

Please Review

The following changes are being made to the Designated Investment Alternatives (DIAs) – also known as Funds – available under the WESTERN PNEUMATICS, LLC Plan. Unless noted otherwise, the changes outlined below will be **effective December 1, 2021**.

Details about the Fund(s) being added

The following Fund(s) will be added to the Plan's Fund line-up on the effective date noted above. Once available to the Plan, go to the "Investment Options" page of John Hancock's participant website to learn more about the Fund(s), such as the Fund's objectives, risks, performance, fees and expenses.

Fund Name	
American Funds Bond Fund of Am	http://viewjhfunds.com/usa/C00/ABOa
Capital Income Builder	http://viewjhfunds.com/usa/C00/CIBa
New Perspective Fund	http://viewjhfunds.com/usa/C00/ANPa
Vanguard Mid-Cap Growth ETF	http://viewjhfunds.com/usa/C00/VOTa
Vanguard Mid-Cap Value ETF	http://viewjhfunds.com/usa/C00/VOEa
Vanguard Total Bond Market Idx	http://viewjhfunds.com/usa/C00/VTBa

What to do if a Fund is being replaced?

If you are currently invested in a Fund that is being replaced, you have two options:

1. Transfer your assets

You may transfer your assets that are in a Fund that is being replaced to any of the other Fund(s) available under the Contract before the effective date noted. To access a full list of the Plan's Funds, go to the "Investment Options" page of John Hancock's participant website. Once you've selected the Fund you'd like to transfer your assets into, use the tools available on the website to make the Fund change. Be sure to also update the allocation instructions that we currently have on file for you accordingly. If you do not have access to this website, call John Hancock at 1-800-395-1113 (or 1-800-363-0530 for Spanish). (Note: You will not be able to transfer your assets to or select a new Fund until the effective date of its availability.)

2. Leave the assets in the Fund

If you do nothing and leave the assets in the Fund that is being removed then, on the effective date noted, the portion of your account balance invested in such Fund will be liquidated and reinvested in the corresponding Replacement Fund, as described above. Your contribution allocation instructions that we currently have on file for you will also be adjusted accordingly.

Important considerations when making investment decisions

When making investment decisions, it is important to review the Fund's objectives, fees and expenses as this information may vary from Fund to Fund. It's also important to carefully consider your personal circumstances, current savings, monthly earnings and retirement lifestyle goals and risk profile. The principal value of your investment in any Fund, as well as your potential rate of return, is not guaranteed at any time. Also, neither asset allocation nor diversification ensures a profit or protect against a loss. Funds can suffer losses at any time and there is no guarantee that any Fund will provide adequate income at and through your retirement. Also, past performance is no guarantee of future results.

How to obtain additional information?

To learn more about the Funds available to the Plan, including information about the Fund(s) noted above, go to the "Investment Options" page of John Hancock's participant website myplan.johnhancock.com. There, you'll have access to many resources to help you with your investment decisions, such as a listing of all the Funds available to the Plan, Fund sheets for each Fund listed, and other important fee and performance information. You can also review the "404a-5 Plan & Investment Notice" (404a-5 Notice) that was previously provided to you. Its *Investment Comparative Chart* section contains information about Fund performance and total annual operating expense (TAOE).

If you would like to receive another paper copy of the 404a-5 Notice, contact your plan administrator. Please call 1-800-395-1113 to obtain Fund Sheets for the group annuity investment option sub-accounts and to obtain prospectuses for the sub-accounts' underlying funds, that are available on request. The prospectuses for the sub-accounts' underlying funds contain complete details on investment objectives, risks, fees, charges and expenses as well as other information about the underlying funds which should be carefully considered before investing.

If you have a question about this letter, contact your Plan Administrator.