

SUMMARY OF MATERIAL MODIFICATIONS

for the

MARMON HEALTHCARE PLAN (the “Plan”)

General. This is a Summary of Material Modifications regarding the above-named Plan. This Summary is being furnished to you in accordance with Sections 102 and 104 of the Employee Retirement Income Security Act of 1974.

This Summary of Material Modifications supplements the Summary Plan Description (“SPD”) previously provided to you. You should keep this document with your copy of the SPD.

Summary Description of Modifications. Below is a summary of the modifications made to the SPD. The modifications listed in this Summary are effective January 1, 2018.

- (1) **Eligibility and Waiting Period.** If you are a full-time employee of a Participating Employer who is not a member of a union and you are in an eligible classification of employees, you and your eligible dependents will be eligible to participate in the Plan on the first day of the month following 30 days of employment. If you are a union employee, your eligibility and waiting period are governed by the terms of the collective bargaining agreement covering such employee. In all cases, you will only be eligible if you are a full-time employee, meaning that you are employed, on average, for at least 30 hours of service per week.
- (2) **Restriction on Venue.** Any claim that you may have relating to or arising under the Plan may only be brought in the US District Court for the Northern District of Illinois. No other court is a proper venue for your claim. The US District Court for the Northern District of Illinois will have personal jurisdiction over you and any other participant or dependent named in the action.

Questions. If you have any questions on this Summary of Material Modifications, please call the Plan Administrator at (312) 372-9500.

Important Note. Please note that the Plan sponsor, Marmon Holdings, Inc., reserves the right to modify, amend or terminate its employee benefit plans and programs (including the Plan) at any time, in its sole discretion.