



Note: This notice must be provided to participants at least 30 days before the participant is automatically enrolled in the plan. The fund fact sheet or other information about the default investment should also be included.

Employer Name

Automatic Enrollment and Qualified Default Investment Alternative Notice

for the _____ **SIMPLE IRA Plan**
Name of Plan

For the plan year beginning _____
Date

We are pleased to offer you the opportunity to save for your retirement through the SIMPLE IRA Plan. This letter explains how automatic enrollment works and describes the default investment for your account if you do not make your own investment elections. You may invest your account in any of the investment choices offered under the Plan. You can make an election regarding how your account should be invested in a number of ways:

- By calling a Participant Services Representative at (866) 634-5873, or
- By logging onto the website investlink.aspireonline.com

AUTOMATIC ENROLLMENT

As part of our SIMPLE IRA plan, eligible employees are automatically enrolled to contribute 3% (three percent) of their compensation unless they make a different election or opt-out of contributing to the plan. Contributions will begin as soon as administratively feasible after you become eligible to participate. You may choose a different deferral percentage or opt-out of contributing to the Plan. To make an election, you must complete and sign a *Salary Reduction Agreement* during the Election Period or to change your election complete a revised Salary Reduction Agreement. For more information about the Plan, please review the *Participation Notice and Summary Description*.

EMPLOYER CONTRIBUTIONS

Our company will make the following contributions to your SIMPLE IRA:

(select the one that is appropriate based on your plan design)

- A matching contribution of 100% of your deferrals up to _____ % of your compensation.
Percentage
- A non-elective contribution of 2% of compensation for all eligible employees, whether or not you contribute to the plan.

If No Investment Elections for Contributions are Made

If you do not choose investment options as described above, any contributions made to the Plan on your behalf will be invested in the plan's Qualified Default Investment Alternative ("QDIA" or "default investment"). You may transfer out of the default investment during the first 90 days of investment without restriction and without incurring a financial penalty or fee. After the 90-day period ends, any restrictions, fees, and expenses that are charged to participants who otherwise elect to invest in the QDIA may apply. If you do not take any action to transfer out of the default investment, your existing account balance attributable to previous default investments and your future contributions for which no investment direction is provided by you will automatically be invested in the default investment described below.

The default Investment for the Plan is: _____
Name of Fund

Investment objectives of the default investment (*provide brief description of the fund depending on the type [balanced, target date]*):

Fees and expenses (*e.g., 0.150% is the weighted average internal expense ratio as of DATE*):

Even if some or all of your account balance is invested in the default investment, you have the continuing right to direct the investment of your account in one or more of the other investment choices available under the Plan. You can obtain further investment information about all of the Plan's investment alternatives or change your investment options by logging onto the website investlink.aspireonline.com or by calling a Participant Services Representative at (866) 634-5873. Additionally, you may contact your plan's Financial Advisor.