

KIMBLE RECYCLING & DISPOSAL, INC. 401(K) RETIREMENT PLAN

SUMMARY OF MATERIAL MODIFICATIONS

The purpose of this Summary of Material Modifications is to inform you of a change that has been made to the Kimble Recycling & Disposal, Inc. 401(k) Retirement Plan effective March 1, 2016. This change has affected the information previously provided to you in the Plan's Summary Plan Description. The revised portion of the Summary Plan Description is described below.

ADMINISTRATIVE INFORMATION

1. The Plan Sponsor and Plan Administrator is Kimble Recycling & Disposal, Inc.

Address: 3596 State Route 39 NW, Dover, Ohio 44622
Phone number: 330-343-1266
Employer Identification Number: 34-1554938
2. The Plan is a 401(k) profit-sharing plan. The Plan number is 001.
3. The Plan's designated agent for service of legal process is the President of the corporation named in item 1. Any legal papers should be delivered to such person at the address listed in item 1. However, service may also be made upon the Plan Administrator or a Trustee.
4. The Plan's assets are held in a trust created under the terms of the Plan. The Trustees are Daniel J. Marchak and Keith Walker. Their principal place of business is the address listed in item 1.
5. The Company's fiscal year and the Plan Year end on December 31.
6. If the Plan is established or maintained by two or more employers, you can obtain a complete list of the employers sponsoring the Plan upon written request to the Plan Administrator (this list is also available for examination by participants and beneficiaries); you may also receive from the Plan Administrator, upon written request, information as to whether a particular employer is a sponsor of the Plan and, if the employer is a plan sponsor, the sponsor's address.