

## CONSENT TO RECEIVE ELECTRONIC DISCLOSURES

### Subject: Important Disclosure About Your Retirement Plan.

Important information about your Retirement Plan is now available.

Please review this information.

With respect to the Company 401K Retirement Plan, I authorize you to send, and I consent to receiving the following documents, now and in the future, by electronic means:

- ☐ **Summary Plan Descriptions** – The SPD provides a summary of the plan document and other key plan information.
- ☐ **Summaries of Material Modification** - The SMM describes material changes to information furnished by the SPD.
- ☐ **Summaries of Benefits and Coverage** – These documents provide summaries of the benefits provided under the Plan and who is covered under the Plan.
- ☐ **Summary Annual Reports** - The SAR is a summary of the annual financial report that most plans must file with DOL.
- ☐ **Any documents required to be furnished under ERISA § 104(b)(4) on request by a Participant or beneficiary under the Plan or made available under ERISA § 104(b)(2).** These are any materials that you request to be provided to you about the Plan and which you are entitled to receive under all applicable laws.
- ☐ **401(k) Traditional Safe Harbor Notice** - The 401(k) Safe Harbor Notice provides information about a participant's rights and obligations under a Safe Harbor 401(k) Plan
- ☐ **Plan and Expense Information for Participant-Directed Plans** – For participants in participant-directed plans, plan information, including information about plan fees and expenses. This information generally must be provided before enrollment and annually; some fee information is required quarterly, and may be included in the quarterly benefit statement.
- ☐ **Investment Information For Participant-Directed Plans Provided in a table or other format that allows comparisons of plan investment options** - Information about plan investment options, including performance and fees, must be provided before the participants initial investment and at least annually, as set forth in the 404a-5 Regulation.
- ☐ **Automatic Enrollment and Qualified Default Investment Alternative (QDIA) Notices** - Notice to participants of the investments of their account in a default investment, if the participant does not provide investment directions. For plans

with automatic enrollment, a description of the plan and automatic enrollment process, including percentage of salary to be automatically deferred and the plan's default investment and how to opt out of or change the default elections.

- ☐ **Annual Reminder Notice of Eligibility to Participate.**
- ☐ **Investment Option Change Notice.**
- ☐ **Any other Notices Needed.**
- ☐ **Blackout Notices** - A notice that a temporary suspension limitation or restriction on directing retirement funds, obtaining loans or obtaining distributions, for more than three consecutive business days is going to be imposed.
- ☐ Annual Reminder Notice of Eligibility to Participate.
- ☐ Investment Option Change Notice.
- ☐ Any Other Notices Needed.

**To access these documents, please visit our website at:**

<https://www.kimblecompanies.com/benefits>

If you cannot access these documents via the website, please contact the Human Resources Manager by telephone at 330-343-1226 ext 2261, or by mail to Kimble Company, Attention Human Resources Manager, 3596 SR 39, NW, Dover, Ohio 44622, or by email to [smcafee@kimblecompanies.com](mailto:smcafee@kimblecompanies.com).

I understand that if my email address changes, I must notify the Human Resources Manager in writing at Kimble Company, Attention Human Resources Manager, 3596 SR 39, NW, Dover, Ohio 44622 or via email at [smcafee@kimblecompanies.com](mailto:smcafee@kimblecompanies.com) with "E-mail Address Change" contained in the subject matter line of the email. Include your full name, address, and phone number in the body.

I affirm that I have the ability to access information in Adobe Acrobat Reader. I understand that I will receive the documents listed above only in electronic form unless I request a paper copy of such documents at no charge by notifying the Human Resources Manager in writing at Kimble Company, Attention Human Resources Manager, 3596 SR 39, NW, Dover, Ohio 44622 or via email at [smcafee@kimblecompanies.com](mailto:smcafee@kimblecompanies.com) with "Request for Paper Copy" in the subject line. Include your full name, address, and phone number in the body.

I understand that any documents available via a link are not required to be available for more than one year or, if later, after it is superseded by a subsequent version.

I understand that this consent may be withdrawn at any time, free of charge, by notifying the Human Resources Manager in writing at Kimble Company, Attention Human

Resources Manager, 3596 SR 39, NW, Dover, Ohio 44622 or via email at [smcafee@kimblecompanies.com](mailto:smcafee@kimblecompanies.com) with "Consent Withdrawn for Electronic Disclosure" in the subject matter line. Include your full name, address, and phone number in the body. Include your full name, address, and phone number in the body.

Additionally, should I no longer be employed by the Company I understand that I will continue to receive all applicable notices via email unless the Company receives notice that the email has failed in which case notices will be sent via US Mail at the address on file with the Company, and in such event you will be deemed to have withdrawn consent for receipt of documents electronically.

I further agree to provide copies of all notices I receive electronically consistent with this consent form to my spouse and other dependents, if they are covered under the Plan.

I consent to receiving the type of documents described above electronically and understand this will apply to all future notices issued by the Company except to the extent I withdraw my consent as specified above.

Notwithstanding anything to the contrary, Company reserves the right to issue any notices via regular mail to the last known address of the undersigned.

---

Signature

Print Name

Date

---

Email (Email CANNOT be a

---

Cell Phone

@kimblecompanies.com email)