

Chicago Tube and Iron Co.

Employees' Profit Sharing & 401(k) Savings Plan Plan Highlights

Eligibility: You will be eligible to participate in the plan for 401(k) purposes after you have completed 3 Months of Service and attained age 21. You will be eligible to participate in the plan for employer contribution purposes after you have completed 1 Year of Service and have attained age 21. You may begin your deferral on the January 1st, April 1st, July 1st, or October 1st following the completion of these eligibility requirements.

Employee Deferrals: You can contribute up to 100% of your compensation on a pre-tax basis or on a post-tax basis (with Roth 401(k) contributions). The annual limitation for either contribution type is \$18,000 in 2016. In addition, if you are age 50 or older you will be entitled to an additional \$6,000 "catch up" contribution.

If you do not elect to enroll in the Plan, you will be automatically enrolled at 3% of pay. Additionally, each January 1st, your 401(k) deduction will be increased by 1% until you reach a 6% deduction level. You may affirmatively elect out of either the automatic enrollment or the automatic increase.

Employee Rollovers: The Plan will accept qualified rollover distributions from your date of enrollment in the Plan.

Employer Matching Contributions: The Company will announce each year if there is to be a matching contribution. The current match formula is 50% on the first 6% of pre-tax or post-tax 401(k) contribution.

Vesting: Employee Contributions and Employer Matching Contributions are always 100% Vested. Your vested percentage in your account attributable to the legacy Employer Profit Sharing Contributions from years 2015 and prior will follow the schedule below:

<u>Year of Service</u>	<u>Vested Percentage</u>
Less than 2	0%
2	20%
3	40%
4	60%
5	80%
6	100%

Change of Elective Deferral Percentage (increase or decrease): Allowed quarterly. Forms are due 10 days prior to the effective date of change.

Transfers between funds: allowed once per day between any funds via the Pension Information Phone the "PIP" at 1-800-878-401K (1-800-878-4015) or the "401(k) Participant Access" at <http://www.hsimon.com>. There will be no charge to your account for these transfers. You should verify any changes made within three business days. If you experience any problems, please contact the plan administrator.

Changes in investment direction for future contributions: allowed daily by use of the "PIP" 800 number or the "401(k) Participant Access". You should verify any changes made the following day. If you experience any problems, please contact the plan administrator.

Participant Statements: will be prepared on a quarterly basis. You will be able to access your account on a daily basis with the "PIP" 800 number or the "401(k) Participant Access".

Stopping Employee Deferral Contributions: allowed at any time by written instruction to the Plan Administrator. Please note that you will not be able to resume deferral contributions again until the next January 1st, April 1st, July 1st or October 1st.

Hardship: For medical emergency, college tuition, down payment on a primary residence, mortgage or rent payment to avoid foreclosure or eviction, to pay burial or funeral expenses for your deceased parent, spouse, children or other dependents, and to pay expenses for the repair of damage to your principal residence. May be taken from employee deferral and employer matching contributions only. Your account will be charged \$125 for the withdrawal.

Termination: Distributions for termination of employment will be made as soon as administratively feasible following the date of termination. Your account will be charged \$85 for the distribution.

(See Summary Plan Description for More Details)