

NOTICE OF CHANGE IN QDIA

December 2019

This is an important notice regarding a change in the qualified default investment alternative (“QDIA”) under the Ingram Marine Group Retirement Plan (“Plan”). Please review this information carefully as you may be impacted by this change.

On **February 21, 2020**, the Plan’s default fund will change. A default fund is a required element of every retirement plan. If a participant does not make an investment election, contributions allocated to his/her account will be directed to this fund.

Current QDIA

The Current QDIA is the LifePath Index Non-Lendable Funds (Class G) based on your year of birth, according to the following chart:

| From | To | Investment Option |
|--------------|-----------|---|
| On or before | 1957 | LifePath Index Retirement Non-Lendable Fund (Class G) |
| 1958 | 1962 | LifePath Index 2025 Non-Lendable Fund (Class G) |
| 1963 | 1967 | LifePath Index 2030 Non-Lendable Fund (Class G) |
| 1968 | 1972 | LifePath Index 2035 Non-Lendable Fund (Class G) |
| 1973 | 1977 | LifePath Index 2040 Non-Lendable Fund (Class G) |
| 1978 | 1982 | LifePath Index 2045 Non-Lendable Fund (Class G) |
| 1983 | 1987 | LifePath Index 2050 Non-Lendable Fund (Class G) |
| 1988 | 1992 | LifePath Index 2055 Non-Lendable Fund (Class G) |
| On or after | 1993 | LifePath Index 2060 Non-Lendable Fund (Class G) |

New QDIA

On **February 21, 2020**, the New QDIA is the appropriate Vanguard Target Retirement Trust II based on your year of birth, according to the following chart:

| From | To | New Default Investment Option |
|--------------|-----------|--|
| On or before | 1947 | Vanguard Target Retirement Income Trust II |
| 1948 | 1952 | Vanguard Target Retirement 2015 Trust II |
| 1953 | 1957 | Vanguard Target Retirement 2020 Trust II |
| 1958 | 1962 | Vanguard Target Retirement 2025 Trust II |
| 1963 | 1967 | Vanguard Target Retirement 2030 Trust II |
| 1968 | 1972 | Vanguard Target Retirement 2035 Trust II |
| 1973 | 1977 | Vanguard Target Retirement 2040 Trust II |
| 1978 | 1982 | Vanguard Target Retirement 2045 Trust II |
| 1983 | 1987 | Vanguard Target Retirement 2050 Trust II |
| 1988 | 1992 | Vanguard Target Retirement 2055 Trust II |
| 1993 | 1997 | Vanguard Target Retirement 2060 Trust II |
| On or after | 1998 | Vanguard Target Retirement 2065 Trust II |

The New QDIA is intended to satisfy the requirements of a QDIA. This means that the Plan’s fiduciaries are not liable for the investment performance (including any losses) for any monies defaulted into the New QDIA.

Review the enclosed fund profiles for the New QDIA. You should also review the various other investment options within the Plan. Information concerning the other investment options can be obtained by contacting John Hancock via the internet at mylife.jhrps.com or via phone at 800.294.3575.

What does this mean for me?

On and after **February 21, 2020**, any amounts contributed to the Plan on your behalf which would have been invested by default in the Current QDIA will instead be invested by default in the New QDIA, and any existing balances that are invested by default in the Current QDIA will be transferred to the New QDIA and will still be considered a default investment. *If you do not want this change to affect the investment of your future contributions and/or your existing default-invested balance, you can make an investment election in, and/or transfer to, any of the Plan's available investment options prior to 4 p.m. ET on **February 20, 2020**.* An investment election (for your future contributions), and a transfer election (for your existing default-invested balance), are two separate elections.

Contact John Hancock to make investment changes at mylife.jhrps.com or by calling the Participant Service Center at 800.294.3575.

Where do I go for help?

If you have any questions about this notice, please contact the Participant Service Center at 800.294.3575. Representatives are available to assist you Monday – Friday from 8:00 a.m. – 10:00 p.m. Eastern Time on New York Stock Exchange business days.

About Risk

Investing in Target Date Funds

The target date is the expected year in which investors in a target-date portfolio plan to retire and no longer make contributions. The investment strategy of these portfolios is designed to become more conservative over time as the target date approaches (or, if applicable, passes) the target retirement date. Investors should examine the asset allocation of the portfolio to ensure it is consistent with their own risk tolerance. The principal value of your investment, as well as your potential rate of return, is not guaranteed at any time, including at, or after, the target retirement date.

A fund's investment objectives, risks, charges and expenses should be considered carefully before investing. For any investment fund (including a Default Fund) that has a fund prospectus, the prospectus contains this and other important information about the fund. To obtain a prospectus, contact John Hancock Retirement Plan Services at 800.294.3575 or visit our website at mylife.jhrps.com. Please read the prospectus carefully before investing or sending money. The fund's prospectus provides information regarding details for the applicable fee waivers. Prospectuses may only be available in English.

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