

**Ingram Marine Group  
Retirement Plan**

**Summary of Material Modifications**

March 1, 2021

# **Ingram Marine Group Retirement Plan**

## **Summary of Material Modifications**

The Ingram Marine Group Retirement Plan (the “Plan”) has been amended, effective February 24, 2021 to reflect that the Plan is frozen with respect to participation. In addition, the Plan has been amended, effective May 1, 2021 to reflect that the Company will not make any contributions to the Plan for any Plan Year beginning on or after January 1, 2021.

The Plan’s Summary Plan Description (“SPD”) has also been modified to (1) reflect John Hancock’s new website address, which is now [myplan.johnhancock.com](http://myplan.johnhancock.com), and (2) remove any specified fee amounts for loans, distributions and withdrawals (the most recent fee amounts are available on the Plan’s most recent fee disclosure document) and adding a general section regarding fees which may be taken from your account.

The purpose of this Summary of Material Modifications (“Summary”) is to notify you of these changes. This Summary is to be read in conjunction with the Plan’s Summary Plan Description (“SPD”) which was previously distributed to you. Please keep this Summary with your SPD as it updates the information contained in the SPD. Please read the Summary carefully. If you have questions after reading this Summary, please contact your Pension and 401(k) Department.

## **Plan Highlights**

### **Joining the Plan**

The Plan is frozen with respect to participation as of February 24, 2021. No employee hired, transferred to “employee” status, or rehired after February 24, 2021 will become a Participant in the Plan. Prior to February 24, 2021 (i.e., the date the Plan was frozen), the following provisions were in place:

You could begin participating in the Plan as soon as administratively possible after becoming an eligible employee of the Company.

### **Company contributions**

The Plan is frozen with respect to contributions for Plan Years 2021 and beyond. If you are eligible, the Company will make an annual contribution for Plan Year 2020 on your behalf. No contributions will be made to the Plan after the contribution for Plan Year 2020 is made.

## ***Joining the Plan***

*The following paragraph is added the beginning of this section of the SPD:*

The Plan is frozen with respect to participation as of February 24, 2021. No employee hired, transferred to “employee” status, or rehired after February 24, 2021 will become a Participant in the Plan. Prior to February 24, 2021 (i.e., the date the Plan was frozen), the following provisions were in place:

## ***Savings Highlights***

*The following paragraph is added the beginning of this section of the SPD:*

### **Company Contributions**

The Plan is frozen with respect to contributions for Plan Years 2021 and beyond. No contributions will be made to the Plan after the contribution for Plan Year 2020 is made.

## ***Fees Paid From Your Account***

Whenever you take a distribution or whenever you provide a domestic relations order for review and qualification, fees may be taken directly from your account. These fees may include the following:

- Non-periodic distribution fee (for processing a lump sum distribution).
- Periodic payment distribution fee (for processing an installment payment and a required minimum distribution).

- Qualified Domestic Relations Order fee (for review and qualification of a domestic relations order).

In addition to the fees described above, your account may be charged a share of the Plan's administrative expenses and/or investment related expenses.

Applicable fees also apply to the account of each alternate payee and each beneficiary.

For information on these transaction fees, and Plan expenses that may be paid from your account, you should check the Plan's most recent fee disclosure document (and any fee update notices thereto). Fee information may also be obtained by contacting John Hancock.