

**INITIAL AUTOMATIC ENROLLMENT NOTICE THE IMA FINANCIAL GROUP, INC.
401(K) PROFIT SHARING PLAN AND TRUST (THE PLAN)
The IMA Financial Group, Inc. & Its Affiliates and Subsidiaries**



To promote the ability to adequately save for retirement, we have designed our Plan to make saving as convenient as possible for all our Employees. This notice is effective January 1, 2017 and meant to advise you of our Plan's provisions regarding automatic deferrals and your rights and obligations under the Plan.

You will be automatically enrolled as a Participant starting with your first paycheck after your entry date (first of the month following 30 days of employment) and if you have met the age requirement of eighteen. This means that amounts will be taken from your pay and contributed to the Plan. These automatic contributions will be 6% of your eligible pay each pay period as described in this notice. However, you can choose to contribute more, less, or even nothing.

This notice gives you important information about some Plan rules, including the Plan's automatic enrollment feature. You can find out more about the Plan in another document, the Plan's Summary Plan Description (SPD) found on My IMA Benefits/ Contacts & Resources/ Compliance Postings/ Summary Plan Descriptions and Summary of Benefits and Coverage.

Does the Plan's automatic enrollment feature apply to me?

You will be enrolled in the Plan starting with your first paycheck meaning money will be automatically taken from your pay and contributed to your Plan account at Empower Retirement. If you do not want to be enrolled, you must change your paycheck contribution by or on your entry date into the plan (first of the month following 30 days of employment). You can always change your paycheck contributions at any time thereafter.

If I do nothing, how much will be taken from my pay and contributed to the Plan?

If you do not make a paycheck contribution election pursuant to Plan procedures, 6% of your eligible compensation for each pay period will be taken from your pay and contributed to the Plan. Your contributions to the Plan are not subject to federal income tax and in most cases state income tax at that time. Instead, they are contributed to your Plan account and can grow overtime with earnings. Your account will be subject to federal income tax only when withdrawn. This helpful tax rule is a reason to save for retirement through Plan contributions. To learn more about the Plan's definition of compensation, you can review the discussion of compensation of pay in the Plan's SPD.

Contributions will be taken out of your pay if you do nothing. But you are in charge of the amount that you contribute. You may decide to do nothing and become automatically enrolled, or you may choose to contribute an amount that better meets your needs. You can change your paycheck contribution election by accessing the Empower Retirement website at <https://www.empower-retirement.com/participant> or the Voice Response System at 800.338.4015. Please refer to the enrollment notification you received from Empower Retirement shortly after your employment date which contains your Personal Identification Number (PIN) to access your account. You may also receive a PIN number by contacting Empower Retirement at the number above.

If you want to contribute more to your account than would be provided automatically, there are limits on the maximum amount. These limits are described in the Plan's SPD.

In addition to the contributions taken out of my pay, what amounts will the Employer contribute to my Plan account?

Please refer to your Plan's SPD for additional information on any other employer contributions to your Plan account, if any.

When will my Plan account be vested and available to me?

You will always be fully vested in your contributions to the Plan. You will also be fully vested in contributions if you terminate employment after attaining the Plan's normal retirement age, upon becoming disabled, or as a result of death.

To be fully vested in Plan contributions means that the contributions (together with any investment gain or loss) will always belong to you, and you will not lose them when you leave your job. For more information about vesting, you can review the Plan's SPD.

Even if you are vested in your Plan account, there are limits on when you may withdraw your funds. These limits may be important to you in deciding how much, if any, to contribute to the Plan. In general, amounts accumulated in your account are available after you terminate employment with the Employer. Also, there is generally an extra 10% tax penalty on distributions before age 59 1/2. Your beneficiary can get any vested amount remaining in your account when you die. You can get any amount remaining in your account at age 59 1/2.

You can also borrow certain amounts from your vested Plan account and may be able to take out certain vested money if you have a hardship. You can learn more about available withdrawal and distribution options in the Plan's SPD. You can also learn more about the extra 10% tax penalty in IRS Publication 575, Pension and Annuity Income.

Can I change the amount of my paycheck contribution election?

You can always change the amount you contribute to the Plan. If you do not want to contribute to the Plan (and you haven't already elected not to contribute), you will want to elect zero paycheck contributions by or on your entry date into the plan (first of the month following 30 days of employment). That way, you avoid any automatic contributions. Any fund that is contributed to the Plan cannot be distributed until termination, death, disability, or you reach age 59 ½.

If you have any questions about how the Plan works or your rights and obligations under the Plan, or if you would like a copy of the Plan's SPD or other Plan documents, please contact the Plan Administrator.

If you have any questions about changing your paycheck contribution election, please contact IMA HR Benefits hrbenefits@imacorp.com.