Qualified Default Investment Alternative and Automatic Enrollment Notice

Information on the Qualified Default Investment

This notice gives you important investment information related to your account under the ABC Company 401k Retirement Plan ("Plan"). You should read this notice very carefully to understand how your Plan account assets will be invested if you do not make an investment election. You can find out more about the Plan in the Plan's Summary Plan Description (SPD) and any Summary of Material Modifications (SMM).

The Plan offers participants and beneficiaries, if applicable, the opportunity to invest in a broad range of investment alternatives, sufficient to permit investment in a diversified portfolio. You have the right to choose from among these alternatives. To secure information about these options:

- See John Smith
- Go to www.metrohillinc.com

If you do not actually make an investment election, the Plan provides for your contributions and other money in your Plan Account to be invested in what is known as a "Qualified Default Investment Alternative".

You and/or your beneficiaries have the right to direct investments out of the Qualified Default Investment Alternative as often as you can for other Plan investments (but no less frequently than quarterly). ABC Company's Plan permits you to change your investment direction anytime. If you make a change within 90 days of when you are first enrolled, you will not incur any financial penalty.

Additional information about the Qualified Default Investment Alternative (as of) is provided in the following section.

Dreyfus Active MidCap Fund (A)

The qualified default investment alternative is a managed account. This investment seeks varying degrees of long-term growth and capital preservation through a mix of equity and fixed-income investments available through the Plan. Allocations may be based on the participant's age, target retirement date, or life expectancy and generally become more conservative over time. The managed account is managed by .

Primary Risks

The qualified default investment is subject to several stock and bond market risks, any of which could cause an investor to lose money. However, because bonds and short-term investments usually are less volatile than stocks, and because a significant portion of the qualified default investment's assets may be in bonds and short-term investments, the overall level of risk should be low to moderate. Where assets are substantially allocated to bonds and money market instruments, an investment is primarily subject to the following risks: (1) interest rate risk, which is the chance that bond prices overall will decline because of rising interest rates; (2) income risk, which is the chance that an underlying fund's income will decline because of falling interest rates; (3) credit risk, which is the chance that the issuer of a security will fail to pay interest and principal in a timely manner, or that negative perceptions of the issuer's ability to make such payments will cause the price of that security to decline, thus reducing the underlying fund's return; and (4) call risk, which is the chance that during periods of falling interest rates, issuers of callable bonds may call (buy back) securities with higher interest rates before their maturity dates. The fund would then lose potential price increases and would be forced to reinvest the unanticipated proceeds at lower interest rates, resulting in a decline in the fund's income. For mortgage-backed securities, this risk is known as prepayment risk.

Because a significant portion of the qualified default investment's assets is allocated to equity funds, the default investment is also subject to stock market risk, which is the chance that stock prices overall will decline. Stock markets tend to move in cycles, with periods of rising prices and periods of falling prices. The default investment may also be subject to the following risks associated with investments in foreign stocks: (1) currency risk, which is the chance that the value of a foreign investment, measured in U.S. dollars, will decrease because of unfavorable changes in currency exchange rates; (2) country risk, which is the chance that domestic events – such as political upheaval, financial troubles, or natural disasters – will weaken a country's securities markets; and (3) regional risk, which is the chance that an entire region – for example, the European or Pacific region – will be hurt by political upheaval, financial troubles, or natural disasters. The default investment is also subject to manager risk, which is the chance that poor investment selection will cause one or more of the underlying funds – and, thus, the investment itself – to underperform relevant measures of market performance or other investments with a similar investment objective.

The qualified default investment is also subject to asset allocation risk, which is the chance that the selection of underlying investments and the allocation of assets to those investments will cause the investment to underperform other funds with a similar investment objective.

Default Investment Fees and Expenses

Certain fees and expenses may be incurred as a result of your investment in the qualified default investment alternative. Those fees and expenses are included in the following list.

Dreyfus Active MidCap Fund (A) is a managed account.

Fee/Expense Definitions

- *Gross expense ratio* – The gross expense ratio is the fund's annual operating expenses as a percentage of average net assets. The gross expense ratio does not reflect any fee waivers or reimbursements that may be in effect.
- *Net expense ratio* – The net expense ratio reflects the expenses currently being charged by the fund after taking into account any applicable waivers or reimbursements, without which performance would have been less.
- *Management fee* – The cost of the day-to-day operation and management of the fund.
- *12b-1 fee* – The 12b-1 fee covers the cost of distributing fund shares to investors, including advertising and sales costs.
- *Other expense* – Other expense is determined by subtracting the management fee and 12b-1 fee from the gross expense ratio.
- *Transaction fee* – The costs incurred when buying or selling securities. These include brokers' commissions and spreads (the difference between the price the dealer paid for a security and the price at which it can be sold).
- *Redemption fee* – The redemption fee is an amount charged when money is withdrawn from the fund. The amount of a redemption fee is generally relative to the amount of time that the investment was held, so that longer-held investments incur smaller rates of charge.
- *Sales charge* – A one-time deduction from an investment made into the fund. The amount is generally relative to the amount of the investment, so that larger investments incur smaller rates of charge.
- *Deferred sales charge* – imposed when investors redeem shares. The percentage charged generally declines the longer shares are held, and it is usually applied to the lower of the beginning price or ending price.

Information on Automatic Enrollment

The ABC Company 401k Retirement Plan is an "eligible automatic contribution arrangement" (EACA) plan. When you become eligible for participation, you are automatically enrolled in the Plan on the Plan entry date. Elective deferrals equal to 4% of compensation will automatically be deducted from your pay, unless you elect not to participate in the Plan or change or stop your contributions. To elect not to participate in the Plan: Automatic enrollment safe harbor opt out instructions print here

You may stop your contributions anytime. Once you discontinue contributions, you may start again anytime. To elect to change or stop your contributions: Automatic enrollment stop/change instructions print here

In addition, each year the amount of your deferral will be increased by 1%, up to a maximum of 15%. To elect not to have your deferral increase automatically, follow these instructions: Periodic increase opt out instructions go here This automatic increase in your contribution takes place quarterly.

You may make additional contributions to the Plan above 15%, up to 50% of your pay. If you are age 50 or older and make the maximum allowable deferral to the Plan, you are entitled to contribute an additional "catch-up" contribution. The catch-up contribution is intended to help eligible employees make up for smaller contributions made earlier in their career. The maximum catch-up contribution is $6,000 for 2018.

You can always change the amount you contribute to the Plan. If you know now that you do not want to contribute to the Plan (and you haven't already elected not to contribute), you should turn in a Election Form Name electing zero contributions. That way, you avoid any automatic contributions.

ABC Company Contributions

Besides contributing the amounts taken from your pay, the Company may make other contributions to your Plan account.

The first 20% of pay you contribute will be matched 50% by ABC Company. The next 10% of pay you contribute will be matched 25%, up to 5% of compensation. The next 10% of pay you contribute will be matched 10%, up to 5% of compensation. The matching contribution will not exceed 45% of compensation. The matching contribution will be made only on pre-tax salary deferrals.

The matching contribution will be made to your account weekly.

The Plan also provides for discretionary matching contributions on elective deferrals in an amount to be determined by ABC Company on an annual basis. The discretionary matching contribution will be made only on pre-tax salary deferrals.

Other employer contribution information

Vesting

You will always be fully vested in your contributions to the Plan and any earnings they generate. To be 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.

Employer contributions to the Plan, plus any earnings they generate, are vested as follows:

Years of Vesting Service	Vesting Percentage
Less than 3	0%
3 or more	100%

Loans and Withdrawals

Even if you are vested in your Plan account, there are limits on when you may withdraw your funds. Generally, you may only withdraw vested money after you leave your job, reach age 59½, or become disabled. Also, there is generally an extra 10% tax on distributions before age 59½. Your beneficiary can get any vested amount remaining in your account when you die.

You also can borrow certain amounts from your vested Plan account. You may also be able to take out certain vested money if you have a hardship. Hardship distributions are limited to the dollar amount of your contributions. They may not be taken from earnings or matching contributions. Hardship distributions must be for a specified reason – for qualifying medical expenses, costs of purchasing your principal residence (or preventing eviction from or foreclosure on your principal residence, or repairing qualifying damages to your principal residence), qualifying post-secondary education expenses, or qualifying burial or funeral expenses. Before you can take a hardship distribution, you must have taken other permitted withdrawals and loans from qualifying Company plans. If you take a hardship distribution, you may not contribute to the Plan or other qualifying Company plans for 6 months.

Questions?

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:

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