

401(k)

NOTICE OF AUTOMATIC ENROLLMENT

PLAN INFORMATION

Employer Name A Medium Corporation

Plan Name Medium 401(k) Plan

Plan Sequence Number 001

Plan Year End (mm/dd/yyyy) _____

Plan ID Number 218485

GENERAL INFORMATION

Your retirement plan allows you to elect to have pre-tax contributions (called “elective deferrals”) made on your behalf to the plan in lieu of receiving the amount as cash compensation. This type of plan is commonly referred to as a 401(k) plan. In order to make saving for retirement as easy as possible, the plan is designed so that you will automatically be enrolled when you become eligible. This means that if you do not complete the 401(k) Plan Enrollment Form and return it by the date requested by your plan administrator, the amount listed below will be withheld from each paycheck and contributed to the plan as an elective deferral. In addition, these dollars will be invested in the plan’s default investment vehicle as described below. Should you have questions regarding this automatic enrollment feature please contact the plan administrator listed in the Summary Plan Description.

SALARY REDUCTION INFORMATION

Automatic Compensation Reduction

The amount that will be deferred from your paycheck and contributed to the plan is 5 % of your compensation.

Note: You have the right to elect not to have any amount deferred from your paycheck. However, should you fail to make an election, the amount listed will be deferred from your paycheck and continue to be deferred until you advise the plan administrator that you do not wish to have amounts deferred or you wish to increase or decrease the amount of your deferral. To elect not to defer, or to increase or decrease the amount of your deferral, you must complete a 401(k) Plan Enrollment Form and return the form to your plan administrator.

The amounts that are automatically withheld from your paycheck will be classified as pre-tax elective deferrals.

EXAMPLE 1: Your Employer automatically enrolls Participants who do not make a Deferral election and defers 4% of their Compensation into the Plan. You satisfy the Plan’s eligibility requirements and do not enroll in the Plan during the designated time period. You will automatically be enrolled in the Plan and 4% of your Compensation will be contributed to the Plan rather than being paid to you as Compensation.

EXAMPLE 2: Your Employer automatically enrolls Participants who do not make a Deferral election and defers 4% of their Compensation into the Plan. You satisfy the Plan’s eligibility requirements and you make a specific election of 0%. Because you made a specific election regarding your Deferrals, you will not be automatically enrolled in the Plan and none of your Compensation will be contributed to the Plan.

SALARY REDUCTION INCREASE INFORMATION

Automatic Compensation Reduction Increases

If you are automatically enrolled in your 401(k) plan, the plan may also provide for the amount withheld from your paycheck and contributed to the plan to be adjusted automatically in certain increments each year.

If automatic increases apply under this plan, the amount withheld from your paycheck and contributed to the plan will increase by _____% of compensation per year up to a maximum of _____%.

The automatic increase will occur on

- the first day of the plan year.
 the first day of the calendar year.
 other _____.

Example: Your plan automatically enrolls you the first year at a deferral rate of three percent and automatically increases the deferral rate by one percent at the beginning of each year up to a maximum of five percent of your compensation. Provided you have not made an affirmative election, in year two, your elective deferrals will be increased to four percent of your compensation. In year three, your elective deferrals will be increased to five percent of your compensation. Once you have reached a deferral rate of five percent, your deferrals will not be increased unless you make an election to increase them.

INVESTMENT INFORMATION

Default Investment Vehicle

All amounts deferred will be invested in the following plan default investment:

Note: All amounts deferred under the automatic enrollment feature of the plan will be invested in the default investment listed above. The investment of your deferrals will continue in this manner unless and until you advise the plan administrator to the contrary. Your plan administrator is able to provide you with information on the plan’s procedure(s) for making investment elections (e.g., a paper form, website, etc.)