

Summary of Material Modifications ("SMM") For the Niagara Water Retirement Plan ("Plan")

Employer: Niagara Bottling, LLC

Employer Tax Identification Number: 33-0843510

Plan Number: 003

Plan Administrator: Niagara Bottling, LLC | 909-230-5000 | benefits@niagarawater.com

Effective January 1, 2019, Niagara Bottling, LLC amends the Plan as follows:

1. Company Match Eligibility Change

- a. Newly hired team members will be eligible for 401(k) Company Match first of the month following 30 days of service. Prior to 1/1/2019, newly hired team members were required to complete 12 months of service.

2. Company Match Vesting Change

- a. Company Match contributions will be subject to a 3-Year Cliff Vesting schedule.
- b. Vesting Schedule as of 1/1/2019:
 - i. 0-1.99 Years of Service: 0%
 - ii. 2-2.99 Years of Service: 0%
 - iii. 3+ Years of Service: 100%
- c. If hired prior to 1/1/2019, participants will retain 20% vesting for their second year of employment with Niagara Bottling, LLC.
- d. On all team members' third anniversary with Niagara Bottling, LLC, all past and future Company Match will be 100% vested.
- e. For all team members with 3 or more years of service as of 1/1/2019, all past and future Company Match will be 100% vested.

3. Plan Eligibility Changes

- a. Plan Eligibility is changed to exclude part-time and seasonal workers hired on or after 1/1/2019 until they have worked 1 year and 1,000 hours of service. All part-time and seasonal workers hired prior to 1/1/2019 retain eligibility for the Plan.
- b. Plan Eligibility is changed to include Expatriates (US team members working outside the U.S.) and exclude Inpatriates (non-US team members working in the U.S.).

4. In Service Hardship Withdrawal Changes

- a. Hardship Withdrawal authorization is moved from Niagara Bottling to Fidelity Investments. Hardships will be authorized through e-Certified Hardship Withdrawals. Please contact Fidelity directly to initiate a hardship.
 - i. Team members will be required to furnish proof of hardship to Niagara upon request. Please retain proof for 24 months following hardship withdrawal.
- b. The Hardship Suspension period is eliminated. Team members may continue to contribute and earn Company Match after taking a Hardship.
- c. Participants are no longer required to take a loan prior to a hardship withdrawal.