

Changing or Stopping the Plan

The plan can be changed at any time. We will notify you of any changes that affect your benefits.

Benefits you have earned as of the date the plan is changed may not be reduced except as required by law. If the plan is changed, the plan administrator can tell you which benefits and forms of payment are preserved for you.

An earlier version of the plan may continue to apply in certain situations. For example, members who stop working for us have their eligibility for benefits determined under the version in effect when they stopped working.

The plan can be terminated (stopped). If the plan is terminated, your account will be 100% vested and nonforfeitable. Your account will be held under the plan and continue to accrue investment earnings until it is used to provide benefits according to the terms of the plan.

Our Plan and the Pension Benefit Guaranty Corporation (PBGC)

Because our plan is a defined contribution plan, we keep individual accounts for all members. The Employee Retirement Income Security Act of 1974 (ERISA) excludes plans like this one from insurance provided through the PBGC.

FACTS ABOUT THE PLAN

Plan Sponsor and Identification Number

MIDWEST PIPE COATING, INC.
7865 JEFFERSON HIGHWAY NORTH
MAPLE GROVE MN 55311-6240

EIN: 41-0853721

Plan Name and Plan Number

MIDWEST PIPECOATING, INC.
401(K) SAVINGS PLAN AND TRUST

PN: 001

Type of Plan

401(K) PROFIT SHARING

Plan Administrator

MIDWEST PIPE COATING, INC.
7865 JEFFERSON HIGHWAY NORTH
MAPLE GROVE MN 55311-6240
TELEPHONE: (612) 425-4167

Type of Administration

EMPLOYER