

Vinylmax, LLC Profit Sharing 401(k) Plan

Accessing Your Account

Dear 401k Plan Participant:

Vinylmax has adopted a retirement plan to provide you with an opportunity to create a financially secure future during your retirement years. You can access your account by following the instructions below.

How do I access my account after I have enrolled?

Once you have completed 6 months of employment, you can create your account by visiting our website at www.mypencorp.com and selecting **Retirement Account Login**. **Accessing your account for the first time, will require you to use your social security number as your User ID and your date of birth as your Password (mmddyyyy).** You will not need to create a new account or obtain a passcode. Your initial password will expire in 90 days if you never log in to your account. If your password has expired you will need to contact our customer service department.

Can I change my User ID and password?

Once you have logged in, you will be prompted to create a unique User ID to replace your social security number and a new password to replace your date of birth. To assist you in resetting your User ID and/or password, you will need to set-up your secret Q & A. These are security features that protect your account from unauthorized access.

What can I do in my account?

You can select your preference to receive paper or email delivery notifications for participant statements and changes to your account. You may check your account balance, change investment elections for future contributions, realign current account balances, make fund to fund transfers, review pending transactions and fund information. You will also have access to retirement planning and account projection tools.

How do I plan for retirement?

Our SmartPlan education link is available to assist you in determining your deferral rate and selecting investment options. This is an interactive, video-based retirement management tool. SmartPlan is designed to work together with your Plan's provisions and create a retirement plan that meets your specific goals.

What if I need help?

Our customer service representatives are available to assist you during normal business hours from 8:00 a.m. to 6:00 p.m. EST, Monday through Friday, via our toll free number at 1-800-848-5848. You may access your account 24 hours a day, 7 days a week.

Sincerely,

PENSION CORPORATION OF AMERICA

Contact Information 1-800-848-5848

Website www.mypencorp.com

IRS Cost of Living Adjustments to Retirement Plan Limitations MAXIMUM DOLLAR 2025 LIMITATIONS

Benefit Limit	2025	2024	2023	2022	2021
Defined Benefit and Defined Contribution Plan Limits for Year					
401(k) & 403(b) Elective Deferrals	\$23,500	\$23,000	\$22,500	\$20,500	\$19,500
Catch-up Elective Deferrals	\$7,500	\$7,500	\$7,500	\$6,500	\$6,500
Defined Benefit Plan Benefit	\$280,000	\$275,000	\$265,000	\$245,000	\$230,000
Defined Contribution Plan Limit	\$70,000	\$69,000	\$66,000	\$61,000	\$58,000
Annual Compensation Limit	\$350,000	\$345,000	\$330,000	\$305,000	\$290,000
Highly Compensated Employee	\$160,000	\$155,000	\$150,000	\$135,000	\$130,000
Traditional and Roth IRA Contribution Limits	\$7,000*	\$7,000*	\$6,500*	\$6,000*	\$6,000*
Traditional and Roth IRA Catch-Up Limits	\$1,000	\$1,000	\$1,000	\$1,000	\$1,000
SIMPLE Plan Deferral	\$16,500	\$16,000	\$15,500	\$14,000	\$13,500
SIMPLE Plan Catch-up Elective Deferrals	\$3,500	\$3,500	\$3,500	\$3,000	\$3,000
SEP Minimum Compensation	\$750	\$750	\$750	\$650	\$650
SEP Maximum Compensation	\$350,000	\$345,000	\$330,000	\$305,000	\$290,000
Tax Credit ESOP Maximum Balance	\$1,415,000	\$1,380,000	\$1,330,000	\$1,230,000	\$1,165,000
Social Security Tax Wage Base	\$176,100	\$168,600	\$160,200	\$147,000	\$142,800

*Must have employment compensation

VINYLMAX, LLC PROFIT SHARING 401(K) PLAN

ANNUAL NOTICE

INTRODUCTION

This Notice contains information related to the VinylMax, LLC Profit Sharing 401(k) Plan (the "Plan") for the plan year beginning on January 01, 2025. The plan year is each 12-month period ending on December 31.

The safe harbor, automatic enrollment and qualified default investment alternative (QDIA) features apply to the Plan. This Notice gives you important information about these Plan features and how they will affect you. For further information about the Plan, please see your copy of the Plan's Summary Plan Description (SPD). If you need a copy of the SPD, would like a copy of other Plan documents, or if you have any further questions on the information contained in this Notice, please contact the Plan Administrator at:

VinylMax LLC
Address: 2921 McBride Court, Hamilton, OH 45011-5420
Phone number: 513-772-2247

AUTOMATIC ENROLLMENT

The automatic contribution arrangement (ACA) provisions apply to the Plan. This type of automatic enrollment allows the Plan Administrator to enroll certain employees in the Plan who have not previously elected to participate in the Plan.

Do the Plan's automatic enrollment features apply to me?

The automatic enrollment provisions will only apply to Eligible Employees hired on or after January 1, 2024.

What happens if I do not make a deferral election by the date determined by the plan administrator?

If you are eligible to make elective deferrals and meet the automatic enrollment provisions and you do not make a deferral election by the date determined by the plan administrator, the Plan Administrator will begin deducting automatic deferrals from each of your paychecks and will submit those amounts to the Plan (automatic deferrals) on your behalf. An automatic deferral amount of 1% of your compensation will be withheld from each of your paychecks. The automatic deferral amount will be contributed as a pre-tax elective deferral to the Plan.

If you do not wish to have automatic deferrals withheld from each of your paychecks or if you want to change the amount withheld, you must make a deferral election. If automatic deferrals have already started, you may make a deferral election to change the amount being withheld or to stop the deferrals entirely.

ELECTIVE DEFERRALS

Your elective deferrals are amounts that you choose to (or are assumed to have chosen to) have withheld from your paycheck and contributed to the Plan in your name. Please see the section of your SPD titled "Eligibility" to determine if you are eligible to make elective deferrals and "Compensation" for the definition of compensation you may defer into the Plan.

How do I make or change my deferral election?

You may make or change your deferral election by going to the following web site: www.pca401k.com

Once I make a deferral election, how often can I change, stop, or re-start the election?

You may change or re-start your deferral election once each pay period. You may stop your deferrals at any time.

If I make a deferral election is the amount withheld from my paychecks taxed?

You will have the option to decide if the amount you elect to defer into the Plan is taxed or not. If you choose to have your elective deferrals go into the Plan as pre-tax elective deferrals, you will not be taxed until you take the money out of the Plan. If you choose to have your elective deferrals go into the Plan as Roth elective deferrals, you will be taxed on that money when it is taken out of your paycheck, but it will not be taxed again when you take it out of the Plan. The earnings on those Roth elective deferrals may be taken out tax-free if certain conditions are met. Please see the SPD for more information on Roth elective deferrals.

Are there any limits to how much I can defer into the Plan?

Your elective deferrals are subject to the following limits:

- Your total amount of deferrals cannot be more than \$23,500 (for 2025).
- If you are age 50 or over, you may defer an additional amount, called a "catch-up contribution," of up to \$7,500 (for 2025).
- For 2025, if you are between the ages of 60 - 63, you may be able to defer an additional amount, increasing your catch-up limit to the "enhanced catch-up limit" of up to \$11,250 (for 2025).

The Plan Administrator may establish additional rules you will need to follow when making your deferral election. Your deferral election is only effective for compensation you have not received yet. The Plan Administrator may also reduce or totally suspend your election if they determine that your election may cause the Plan to fail to satisfy any of the requirements of the Internal Revenue Code.

SAFE HARBOR CONTRIBUTIONS

The Plan Administrator intends the Plan to be a safe harbor plan. In a safe harbor plan, if certain requirements are met, the Plan will be deemed to automatically pass certain IRS required non-discrimination testing (ADP, ACP, and top-heavy). One of these requirements is a minimum level of employer contributions referred to as "safe harbor contributions". Please see the section of your SPD titled "Compensation" for the definition of compensation used to determine safe harbor contributions. The Plan may be amended during the plan year to reduce or suspend the safe harbor contributions. The reduction or suspension will not apply until at least 30 days after you are provided notice of the reduction or suspension.

Am I eligible to receive safe harbor contributions?

Once you meet the eligibility requirements below, you will be eligible to receive safe harbor contributions unless you fall into one of the following categories:

- You are an employee covered by a collective bargaining agreement where retirement benefits were the subject of good faith bargaining.

What eligibility requirements do I have to meet to receive safe harbor contributions?

You will be eligible to receive safe harbor contributions on the first day of the calendar month coincident with or next following the day you meet the following requirement(s):

- You attain age 18.
- You are still employed on the 6 month anniversary of your hire date.

Will safe harbor contributions be made to my account under the Plan?

Yes, as long as you are eligible to receive safe harbor contributions, a safe harbor matching contribution will be made to your account according to the following formula:

- 100% of your deferrals up to 3% of your compensation; plus
- 50% of your deferrals over 3% but that do not exceed 5% of your compensation.

Will any additional contributions be made to my account under the Plan?

Additional contributions may be made to your account under the Plan. Please see the section of your SPD titled "Contributions" for information on any further contributions.

VESTING

Vesting refers to the amount of money you have in the Plan that you have a non-forfeitable right to receive. You may be required to work a certain amount of time to earn certain contributions to the Plan. Please see your SPD section titled "Vesting" for more information about vesting and how it is calculated.

Do I need to work a certain amount of time to keep my elective deferrals and safe harbor matching contributions?

No, you will always be immediately 100% vested in your elective deferrals and safe harbor matching contributions.

Do I need to work a certain amount of time to keep my non-elective contributions?

Yes, your non-elective contributions will vest as specified below:

- Less than two years of vesting service - 0%
- Two years but less than three years of vesting service - 20%
- Three years but less than four years of vesting service - 40%
- Four years but less than five years of vesting service - 60%
- Five years but less than six years of vesting service - 80%
- Six or more years of vesting service - 100%

DISTRIBUTIONS

Can I take a distribution of my account balance after my employment terminates?

Yes, you can take a distribution of your account balance immediately after your employment terminates.

Can I take a distribution of my account balance if I am still working when I reach the normal retirement date?

Yes, you can take a distribution of the following vested account balances when you reach normal retirement age (age 62) while you are still working: all Accounts.

Can I take a distribution of my account balance when I reach age 59.5?

Yes, you can take a distribution of all of your vested account balance when you reach age 59.5.

Can I take a distribution of my elective deferrals while still working if I am called to active duty?

Yes, you can take a distribution of your elective deferrals while still working if you are called to active military duty for at least 30 days. However, you will not be able to have elective deferrals withheld from your pay for 6 months from the date of the distribution.

Can I take a distribution of my account balance while still working if I incur a hardship?

Yes, you can take a hardship distribution of the following vested account balances while still working if you incur a hardship:

- elective deferrals
- non-elective contributions
- rollover contributions
- Roth elective deferrals

Can I take a loan from the plan?

Yes, you may be able to take a loan secured by your assets in the plan.

Please see the SPD section titled "Distributions" for further information on your distribution options.

PLAN INVESTMENTS

Can I direct how my account balances will be invested?

Yes, you can direct how your entire account balance will be invested from among the different investments offered under the Plan.

You may make or change your investment elections by going to the following web site: www.pca401k.com

How often can I change my investment election?

Subject to any additional restrictions placed on investment timing by the actual investment, you may change your investment elections daily.

How will my account balances be invested if I do not make an investment election?

The Plan's default investments are intended to meet the requirements to be a qualified default investment alternative (QDIA).

Default Investment Information
Fidelity Target Date Funds

Right to Self-Direct
Participants are permitted to elect out of the QDIA (the default investment) at any time

Additional Information
See the separate investment materials attached and/or on www.pca401k.com

VinylMax, LLC Profit Sharing 401(k) Plan

This disclosure provides important information about your retirement plan. As a participant or beneficiary of the Plan, it is important to understand the fees associated with your Plan and how the investments you are utilizing work for you. In this document, you will find general plan information, plan administrative expenses, individual expenses, and a comparative chart of the Plan's investment alternatives and associated expenses.

General Plan Information

The Plan is intended to be an ERISA Section 404(c) plan. This simply means that you "exercise control" over some or all of the investments in your Plan account. The fiduciaries of the Plan may be relieved of liability, or responsibility, for any losses that you may experience as a direct result of your investment decisions.

The Plan also allows participants to exercise certain voting, tender or similar rights. Your Plan Administrator will assist you if you choose to exercise these rights.

Giving Investment Instruction. You may provide investment directions for some or all of your account balance, as determined by your Plan at any time. Changes to your investment choices can be made at www.mypencorp.com. If you need assistance, you can reach our Customer Service Center at (800) 848-5848, Monday through Friday, 8:00 am to 6:00 pm EST.

Limitations on Instruction. Pension Corporation of America (PCA), the Plan's service provider, will process requested transfers amongst the variable investment options on days when the New York Stock Exchange is open for business, if the request is received prior to 2:00 pm EST. Transfers received after 2:00 pm EST will be processed the next business day.

In addition to any plan level restrictions on transferring to or from a designated investment alternative, participants and beneficiaries may be subject to: excessive trading restrictions imposed by individual mutual funds; other exchange restrictions imposed by individual mutual funds; and/or a 90 day "equity wash" restriction imposed on stable value funds. Please see the fund prospectus or offering circular for specific exchange restrictions.

Designated Investment Alternatives. The Plan provides designated investment alternatives into which you can direct the investment of your retirement plan account. The Comparative Chart lists and provides information regarding these alternatives.

Information You May Obtain. You may request from your Plan Contact the following information about the Plan: (1) annual operating expenses of the Plan Investments; (2) copies of prospectuses, financial statements, reports, or other materials relating to Plan investments; (3) a list of assets contained in each Plan Investment Portfolio; (4) the value of those assets and fund units or shares; and (5) the past and current performance of each Plan investment.

Your Plan Contact

Craig Doerger
VinylMax LLC
2921 McBride Court
Hamilton, OH 45011

Plan Expenses

Administration expenses. These are charges for services such as legal, accounting, consulting and recordkeeping expenses.

In our Plan, these expenses are paid partly by the Plan, partly by the Plan sponsor and partly by participants. A participant's share of these expenses is allocated on a pro rata basis. Your share of these expenses is based on the value of your account balance over the total assets in the Plan.

An average participant may expect to pay approximately 0.36% in plan administration expenses per year. This is an estimate and your individual plan administration expenses could be slightly higher or lower.

Forfeitures may be used towards paying Plan administration expenses.

Individual expenses. These are expenses you may incur if you take advantage of certain Plan features.

Distribution --- \$125.00 Per Occurrence.

Loan Establishment --- \$200.00 Per Occurrence.

Qualified Domestic Relations Order (QDRO) --- \$200.00 processing fee for QDRO Approval.

Qualified Domestic Relations Order (QDRO) --- \$250.00 processing fee for QDRO Processing.

Lost Participant Locator Service --- \$20.00 Per Occurrence.

Distribution (RMD) --- \$95.00 Per Occurrence.

Distribution (ADP/ACP Refund) --- \$95.00 Per Occurrence.

Investment Help (Guidance/Advice) – Our Plan offers to help you make decisions with respect to your Plan investments. There is no charge for this service.

VinylMax, LLC Profit Sharing 401(k) Plan

Investment Options - 09/30/2024

This document includes important information to help you compare the investment options under your retirement plan. If you want additional information about your investment options, you can go to the specific Internet Website address shown below or you can contact Craig Doerger at (513) 772-2247 for a free copy.

Document Summary

This section provides information about each investment's return (i.e., how much money an investor might have made) over certain time periods. You can also determine the fees and expenses you will pay if you invest in an option.

Some of the terms and concepts in this document may be confusing to plan participants who are not familiar with investing. The glossary at <http://www.investmentterms.com/> will provide help in understanding the concepts. Our plan also offers tools and online assistance for participants who want help in making their investment choices.

Performance and Expense Information

Table 1 provides information about plan investment options that do not have a fixed or stated rate of return. The value of these investments may go up or down. The table shows how these options have performed over time.

Each investment in the table also has a "benchmark". The benchmark allows you to compare an investment's performance to the performance of a widely used collection of investments. While you cannot invest in a benchmark, the performance of the benchmark will give you an idea of how well the investment did in the same time period.

Finally, the table shows fee and expense information for each investment option. Expense information is provided in the gray area below each investment. This section also contains a reference to a Website where you can find additional information about the investment.

Some other points to keep in mind:




-  Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information about an option's principal risks is available on the Website(s).
-  Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option.
-  Shareholdertype Fees, where they exist, are in addition to Total Annual Operating Expenses. Such fees are only incurred in specific circumstances.

Table 1 - Variable Return Investments

Investment Name	Average Annual Total Return as of 09/30/2024				Benchmark		
	1 yr	5 yr	10 yr/ Inception*	Inception Date	1 yr	5 yr	10 yr/ Inception*
Mid-Cap Value							
ALLSPRING SPEC MIDCAP VALUE R6	9.62%	13.59%	9.29%	Jun 28 2013	26.29%	15.69%	12.03%
					S&P 500 TR USD		

Additional information may be found at: <https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=WFPRX>

Total annual operating expense: 0.70% (\$7.00 per \$1000)

Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

Table 1 - Variable Return Investments

Investment Name	Average Annual Total Return as of 09/30/2024				Benchmark		
	1 yr	5 yr	10 yr/ Inception*	Inception Date	1 yr	5 yr	10 yr/ Inception*

Small Value

ALLSPRING SPEC SM CAP VALUE R6	19.16%	11.54%	8.32%	May 7 1993	26.29%	15.69%	12.03%
S&P 500 TR USD							

Additional information may be found at: <https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=ESPRX>

Total annual operating expense: 0.99% (\$9.90 per \$1000)

Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

Allocation

COLUMBIA BALANCED FUND I-3	21.59%	11.13%	8.20%	Sep 12 1991	13.22%	7.38%	5.72%
Morningstar Mod Tgt Risk TR USD							

Additional information may be found at: <https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=CBDYX>

Total annual operating expense: 0.60% (\$6.00 per \$1000)

Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

Large Blend

COLUMBIA CONTRARIAN CORE I3	32.21%	16.94%	11.94%	Nov 9 2012	26.29%	15.69%	12.03%
S&P 500 TR USD							

Additional information may be found at: <https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=COFYX>

Total annual operating expense: 0.60% (\$6.00 per \$1000)

Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

Large Value

COLUMBIA DIVIDEND INCOME I3	10.60%	13.00%	10.68%	Mar 28 2008	26.29%	15.69%	12.03%
S&P 500 TR USD							

Additional information may be found at: <https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=CDDYX>

Total annual operating expense: 0.54% (\$5.40 per \$1000)

Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

Mid-Cap Growth

DELAWARE IVY MID CAP GROWTH R6	20.35%	15.10%	10.88%	Jul 10 2000	26.29%	15.69%	12.03%
S&P 500 TR USD							

Additional information may be found at: <https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=IGREX>

Total annual operating expense: 0.68% (\$6.80 per \$1000)

Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

Foreign Small/Mid Growth

FIDELITY ADV INT'L SMCAP OPP I	16.88%	8.59%	6.58%	Aug 2 2005	15.62%	7.08%	3.83%
MSCI ACWI Ex USA NR USD							

Additional information may be found at: <https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=FOPIX>

Total annual operating expense: 0.00% (\$0.00 per \$1000)

Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

Allocation

FIDELITY FREE. INDEX 2020 IPRE	12.72%	6.51%	5.37%	May 15 2006	13.22%	7.38%	5.72%
Morningstar Mod Tgt Risk TR USD							

Additional information may be found at: <https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=FIWTX>

Total annual operating expense: 0.08% (\$0.80 per \$1000)

Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

Table 1 - Variable Return Investments

Investment Name	Average Annual Total Return as of 09/30/2024				Benchmark		
	1 yr	5 yr	10 yr/ Inception*	Inception Date	1 yr	5 yr	10 yr/ Inception*

Allocation

FIDELITY FREE. INDEX 2025 IPRE	13.95%	7.22%	5.85%	Jul 31 2007	13.22%	7.38%	5.72%
Morningstar Mod Tgt Risk TR USD							

Additional information may be found at: <https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=FFEDX>

Total annual operating expense: 0.08% (\$0.80 per \$1000)

Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

Allocation

FIDELITY FREE. INDEX 2030 IPRE	15.16%	8.22%	6.59%	May 15 2006	13.22%	7.38%	5.72%
Morningstar Mod Tgt Risk TR USD							

Additional information may be found at: <https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=FFEGX>

Total annual operating expense: 0.08% (\$0.80 per \$1000)

Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

Allocation

FIDELITY FREE. INDEX 2035 IPRE	17.31%	9.71%	7.46%	Jul 31 2007	13.22%	7.38%	5.72%
Morningstar Mod Tgt Risk TR USD							

Additional information may be found at: <https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=FFEZX>

Total annual operating expense: 0.08% (\$0.80 per \$1000)

Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

Allocation

FIDELITY FREE. INDEX 2040 IPRE	19.44%	10.73%	7.92%	May 15 2006	13.22%	7.38%	5.72%
Morningstar Mod Tgt Risk TR USD							

Additional information may be found at: <https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=FFIZX>

Total annual operating expense: 0.08% (\$0.80 per \$1000)

Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

Allocation

FIDELITY FREE. INDEX 2045 IPRE	19.95%	10.82%	7.96%	Jul 31 2007	13.22%	7.38%	5.72%
Morningstar Mod Tgt Risk TR USD							

Additional information may be found at: <https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=FFOLX>

Total annual operating expense: 0.08% (\$0.80 per \$1000)

Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

Allocation

FIDELITY FREE. INDEX 2050 IPRE	19.97%	10.83%	7.97%	Jul 31 2007	13.22%	7.38%	5.72%
Morningstar Mod Tgt Risk TR USD							

Additional information may be found at: <https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=FFOPX>

Total annual operating expense: 0.08% (\$0.80 per \$1000)

Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

Allocation

FIDELITY FREE. INDEX 2055 IPRE	19.93%	10.81%	7.95%	Jan 31 2012	13.22%	7.38%	5.72%
Morningstar Mod Tgt Risk TR USD							

Additional information may be found at: <https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=FFLDX>

Total annual operating expense: 0.08% (\$0.80 per \$1000)

Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

Table 1 - Variable Return Investments

Investment Name	Average Annual Total Return as of 09/30/2024				Benchmark		
	1 yr	5 yr	10 yr/ Inception*	Inception Date	1 yr	5 yr	10 yr/ Inception*

Allocation

FIDELITY FREE. INDEX 2060 IPRE	19.97%	10.83%	8.02%	Aug 31 2016	13.22%	7.38%	5.72%
Morningstar Mod Tgt Risk TR USD							

Additional information may be found at: <https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=FFLEX>

Total annual operating expense: 0.08% (\$0.80 per \$1000)

Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

Allocation

FIDELITY FREE. INDEX 2065 IPRE	19.88%	0.00%	8.40%	Jun 28 2019	13.22%	7.38%	5.72%
Morningstar Mod Tgt Risk TR USD							

Additional information may be found at: <https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=FFIKX>

Total annual operating expense: 0.09% (\$0.90 per \$1000)

Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

Stable Value

GALLIARD STABLE RETURN 30	2.65%	2.13%	1.84%				
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Additional information may be found at: <https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=>

Total annual operating expense: 0.37% (\$3.70 per \$1000)

Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

Intermediate Core-Plus Bond

METRO WEST TOTAL RETURN BOND P	6.08%	1.31%	1.91%	Sep 30 2002	5.53%	1.10%	1.81%
Bloomberg US Agg Bond TR USD							

Additional information may be found at: <https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=MWTX>

Total annual operating expense: 0.37% (\$3.70 per \$1000)

Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

Large Growth

MFS GROWTH R6	36.25%	16.10%	13.04%	Apr 1 2005	26.29%	15.69%	12.03%
S&P 500 TR USD							

Additional information may be found at: <https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=MFEKX>

Total annual operating expense: 0.51% (\$5.10 per \$1000)

Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

Small Growth

MFS NEW DISCOVERY FUND R6	14.44%	10.93%	7.62%	Jan 2 1997	26.29%	15.69%	12.03%
S&P 500 TR USD							

Additional information may be found at: <https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=MNDKX>

Total annual operating expense: 0.90% (\$9.00 per \$1000)

Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

Foreign Large Blend

MFS RESEARCH INTERNATIONAL R6	13.50%	8.84%	4.41%	Jan 2 1997	15.62%	7.08%	3.83%
MSCI ACWI Ex USA NR USD							

Additional information may be found at: <https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=MRSKX>

Total annual operating expense: 0.69% (\$6.90 per \$1000)

Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.

Table 1 - Variable Return Investments

Investment Name	Average Annual Total Return as of 09/30/2024				Benchmark		
	1 yr	5 yr	10 yr/ Inception*	Inception Date	1 yr	5 yr	10 yr/ Inception*
Intermediate Government							
PIMCO GNMA & GOVERNMENT SECS I	6.32%	0.71%	1.55%	Dec 1 2000	5.53%	1.10%	1.81%
					Bloomberg US Agg Bond TR USD		
Additional information may be found at: https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=PDMIX							
Total annual operating expense: 1.46% (\$14.60 per \$1000)							
Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.							
Multisector Bond							
PIMCO INCOME FUND I	9.32%	3.40%	4.44%	Mar 30 2007	5.53%	1.10%	1.81%
					Bloomberg US Agg Bond TR USD		
Additional information may be found at: https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=PIMIX							
Total annual operating expense: 0.83% (\$8.30 per \$1000)							
Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.							
Large Blend							
VANGUARD 500 INDEX ADM	26.24%	15.65%	11.99%	Nov 13 2000	26.29%	15.69%	12.03%
					S&P 500 TR USD		
Additional information may be found at: https://profile.morningstar.com/Profile/HTMLPage.asp?ClientCode=LIB&ClientSubCode=SCHWAB&ID=VFIAX							
Total annual operating expense: 0.04% (\$0.40 per \$1000)							
Excessive Trading Policy: The fund may restrict or reject purchases or redemptions that appear to be excessive in frequency or otherwise potentially disruptive to the fund.							

*Fund and benchmark returns are from the fund's inception for funds less than 10 years old.

Model Portfolios

The plan may offer a number of model portfolios to plan participants. These model portfolios allocate a participant's contributions to specific plan investments on the basis of the participant's investment objectives and risk tolerance (e.g., conservative, moderate, growth). These model portfolios are not themselves plan investments. Performance and related expenses may be determined by looking at the information for the underlying investments.

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's Web site for an example showing the longterm effect of fees and expenses at:

<https://www.dol.gov/sites/default/files/ebsa/aboutebsa/>

Fees and expenses are only one of many factors to consider when you decide to invest in an option. You may also want to think about whether an investment in a particular option, along with your other investments, will help you achieve your financial goals.

VINYLMAX, LLC PROFIT SHARING 401(K) PLAN

SUMMARY PLAN DESCRIPTION

January 2024

Prepared by:
Pension Corporation of America

VINYLMAX, LLC PROFIT SHARING 401(K) PLAN

SUMMARY PLAN DESCRIPTION

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INTRODUCTION

VinylMax LLC (the "Company") established the VinylMax, LLC Profit Sharing 401(k) Plan (the "Plan") effective January 01, 1990. The Plan was restated effective January 01, 2022. This Summary Plan Description describes the Plan as amended effective January 01, 2024. Any Safe Harbor provisions in the Plan, however, will be effective as of January 01, 2002. This revised Summary Plan Description supersedes all previous Summary Plan Descriptions. Although the purpose of this document is to summarize the more significant provisions of the Plan, the plan document will prevail in the event of any inconsistency. In addition, the terms of the Plan cannot be modified by written or oral statements made to you by the Plan Administrator or other personnel.

The following special effective dates apply to some features of the Plan: Roth Elective Deferral Contributions were added effective January 1, 2016.

ELIGIBILITY

Eligible Employee

You are an "Eligible Employee" if you are employed by VinylMax LLC or any affiliate who has adopted the Plan. However, you are not an "Eligible Employee" if you are a member of any of the following classes of employees:

- For purposes of Elective Deferral Contributions, Safe Harbor Matching Contributions and Non-Elective Contributions, any employee who is included in a unit of employees covered by a collective bargaining agreement, if retirement benefits were the subject of good faith bargaining, and if the collective bargaining agreement does not provide for participation in this Plan.

Elective Deferral Contributions, Safe Harbor Matching Contributions and Non-Elective Contributions

You will become eligible to make Elective Deferral Contributions and receive Safe Harbor Matching Contributions and Non-Elective Contributions on the first day of the calendar month, coincident with or next following the date you attain age 18 and you complete 6 months of service, measured from your date of hire, provided that you are an Eligible Employee at the end of that period.

Computing Service

With respect to eligibility to make Elective Deferral Contributions and to receive Safe Harbor Matching Contributions and Non-Elective Contributions only, "Year of Eligibility Service" means a 12-month period beginning on your employment commencement date. In order to determine the number of whole Years of Eligibility Service, nonsuccessive periods of service and less than whole year periods of service will be aggregated on the basis that 12 months of service (30 days are deemed to be a month in the case of the aggregation of fractional months) or 365 days of service are equal to a whole year of service. You will also receive credit for any period of severance of less than 12 consecutive months. If less than one Year of Eligibility Service is required, such service will be determined by substituting such period for "12 months" and "Year" where they appear in this paragraph. To illustrate how to determine eligibility using this elapsed time method, where service is determined from date of hire, please follow this example:

ABC Company requires employees to have one year of service under the elapsed time method. Mr.

Brown is hired on April 1. He terminates employment with ABC Company on June 15 of the same year and is subsequently rehired on November 30. His first year of service is determined by looking at the 12-month period beginning on April 1, his original hire date, and ending on the following March 31. Even though he was not continuously employed with ABC Company during this period, he was employed as of the beginning and end of the Eligibility Computation Period, so he has satisfied the one-year service requirement under the elapsed time method.

All eligibility service with the Company is taken into account.

Please note, if you are eligible to make or receive contributions you will be a "Participant" in the Plan.

CONTRIBUTIONS

Account

"Account" means all of the contributions, of whatever type, made to the Plan for a Participant, including the earnings and losses on those contributions.

Elective Deferral Contributions

You may elect to reduce your Compensation (defined below) and make a contribution to the Plan on a pre-tax basis. These pre-tax contributions are known as Elective Deferral Contributions. You may elect to defer up to 100% of your Plan Compensation on a pre-tax basis. Federal law also limits the amount you may elect to defer under this Plan and any other retirement plan permitting Elective Deferral Contributions during any calendar year (\$22,500 in 2023). However, if you are age 50 or over, you may defer an additional amount, called a "Catch-up Contribution", of up to \$7,500 (in 2023). These dollar limits are indexed; therefore, they may increase each year for cost-of-living adjustments.

You may elect to start, increase, reduce or totally suspend your elections to contribute to the Plan effective as of each pay period.

The Plan Administrator may establish rules regarding the manner in which your elections are made. The rules may also require that certain advance notice be given of any election. Your election regarding Elective Deferral Contributions is only effective for Compensation you will receive in the future. The Plan Administrator may also reduce or totally suspend your election if the Plan Administrator determines that your election may cause the Plan to fail to satisfy any of the requirements of the Internal Revenue Code.

Automatic Contributions

After receiving a notice from the Plan Administrator, you will be deemed to have made an Elective Deferral Contribution election in the amount of 1% of your Plan Compensation.

Please note, the automatic elections specified above will only apply to Eligible Employees hired on or after January 1, 2024.

Please note, the automatic elections specified above will be designated as pre-tax Elective Deferral Contributions.

Roth Contributions

The Plan allows Elective Deferral Contributions to be made as Roth Contributions. Roth Contributions are Elective Deferral Contributions that are made in the same manner as your pre-tax Elective Deferral Contributions except that Roth Contributions are made to the Plan on an after-tax basis. If certain requirements are met, a "qualified distribution" from your Roth Contribution Account in the Plan will not be taxed.

You must designate how much you would like to contribute on a pre-tax basis (normal Elective Deferral Contribution) and how much you would like to contribute as an after-tax Roth Contribution. You are not required to make any Roth Contributions. You may continue to designate all of your Elective Deferral Contribution elections as normal pre-tax contributions.

The sum of your Roth Contributions and normal Elective Deferral Contributions may not exceed the annual limit on normal Elective Deferral Contributions mentioned above.

As was mentioned above, a "qualified distribution" of your Roth Contributions (and earnings) is not taxable. A "qualified distribution" must be made more than five years after the first Roth Contribution is made and must meet at least one of the following requirements:

- (i) the distribution must be made after you attain age 59-1/2;
- (ii) the distribution must be made to your beneficiary after your death; or
- (iii) the distribution must be made on account of your disability.

Please note, Roth Contributions are not suitable for everyone. Please consult with your tax advisor before making any Roth Contributions to the Plan.

Safe Harbor Matching Contributions

The Company will contribute a matching contribution to your Safe Harbor Matching Contribution Account in an amount equal to: (i) 100% of the Matched Employee Contributions that are not in excess of 3% of your Plan Compensation, plus (ii) 50% of the amount of the Matched Employee Contributions that exceed 3% of your Plan Compensation but that do not exceed 5% of your Plan Compensation. Matching contributions will be allocated to the Safe Harbor Matching Contribution Accounts of Participants as soon as administratively feasible after the end of the Plan Year.

Non-Elective Contributions

The Company may, in its sole discretion, make a Non-Elective Contribution to the Plan on your behalf. You will be eligible to receive an allocation if you have completed at least 1,000 hours of service during the Applicable Period and are employed by the Company on the last day of the Applicable Period. For purposes of this section, the Applicable Period for determining satisfaction of service requirements for an allocation of Non-Elective Contributions will be each Plan Year. Non-Elective Contributions will be allocated to the Non-Elective Contribution Accounts of each Participant eligible to share in such allocations after the end of the Plan Year. Such contributions will be allocated to the Non-Elective Contribution Account of each Participant eligible in the ratio that each Participant's Plan Compensation bears to the Plan Compensation of all eligible Participants.

Please note, if you are an Eligible Employee and terminate employment with the Company due to death, disability or attainment of Normal Retirement Age you will be eligible to receive a Non-Elective Contribution regardless of whether you meet any service requirement and/or last day requirement described in this section.

Please note, if you terminate on the last day of the Applicable Period, you will be treated as being employed for purposes of determining whether you have met the last day requirement described in this section.

Qualified Non-Elective Contributions

In addition to the contributions described above, the Company may make additional Qualified Non-Elective Contributions for the benefit of such Participants determined at the discretion of the Company.

Rollover Contributions

The Plan may accept a Rollover Contribution made on behalf of any Eligible Employee, regardless of whether such employee has met the age and service requirements of the Plan. An Eligible Employee who has not yet met any of the eligibility requirements of the Plan will be deemed a Participant only with respect to amounts, if any, in his Rollover Contribution Account. In general, any eligible rollover distribution will be accepted by the Plan; however, the Plan Administrator may establish procedures that regulate the method by which Rollover Contributions will be accepted.

Military Service Contributions

If you serve in the United States armed forces and must miss work as a result of such service, you may be eligible to receive contributions, benefits and service credit with respect to any qualified military service. In addition, your survivors may be eligible to receive benefits or service credit if you die while performing qualified military service.

Limits on Contributions

The amount that may be contributed to the Plan on your behalf in any year is limited to a fixed dollar amount (\$66,000 in 2023). This dollar limit is indexed; therefore, it may increase each year for cost-of-living adjustments. In addition, contributions cannot exceed 100% of your total Plan Compensation.

COMPENSATION

Plan Compensation

"Plan Compensation" means wages that are shown as taxable wages on your IRS Form W-2. For any self-employed individual, Plan Compensation will mean earned income.

For purposes of allocating Non-Elective Contributions and Qualified Non-elective Contributions, Plan Compensation is determined over the Plan Year.

Unless otherwise indicated below, Plan Compensation will exclude Deemed 125 Compensation and Post Year End Compensation which includes amounts earned during a year but not paid during that year solely because of the timing of pay periods and pay dates when: (i) these amounts are paid during the first few weeks of the next year; (ii) the amounts are included on a uniform and consistent basis with respect to all similarly situated Employees; and (iii) no compensation is included in more than one year for purposes of all contributions.

The following adjustments will be made to the definition of Plan Compensation:

- For purposes of Elective Deferral Contributions, Safe Harbor Matching Contributions and Non-Elective Contributions, Plan Compensation will include any amount you elect to defer on a tax-preferred basis to any Company benefit plan.
- For purposes of Safe Harbor Matching Contributions and Non-Elective Contributions, Plan Compensation will include only that compensation which is actually paid to you by the Company during that part of the Plan Year that you are eligible to participate in the Plan.

No more than \$330,000 (in 2023) of Plan Compensation may be taken into account in determining your benefits under the Plan. This dollar limit is indexed; therefore, it may increase each year for cost-of-living adjustments.

VESTING

Elective Deferral Account, Rollover Contribution Account, Qualified Non-Elective Contribution Account and Safe Harbor Matching Contribution Account

You are always fully (100%) vested in your Elective Deferral Account, Rollover Contribution Account, Qualified Non-Elective Contribution Account and Safe Harbor Matching Contribution Account.

Non-Elective Contributions

Your interest in your Non-Elective Contribution Account will vest based on your Years of Vesting Service (defined below) in accordance with the following schedule:

<u>Years of Vesting Service</u>	<u>Vesting Percentage</u>
Less than Two Years	0%
Two Years but less than Three Years	20%
Three Years but less than Four Years	40%
Four Years but less than Five Years	60%
Five Years but less than Six Years	80%
Six or More Years	100%

Special Vesting Rules

You will become fully (100%) vested upon your attainment of Normal Retirement Age (defined in the Distributions section below) while an employee, your death while an employee or becoming disabled while an employee.

Forfeitures

If You Receive a Distribution. If your employment with the Company terminates and you receive a distribution of the entire vested portion of your Account, you will forfeit the nonvested portion of your Account. If the value of your vested Account balance is zero, you will be deemed to have received a distribution of your Account.

If You Do Not Receive a Distribution. If your employment with the Company terminates and you do not

receive a complete distribution of the vested portion of your Account, you will forfeit the nonvested portion of your Account after the date you incur five consecutive One-Year Breaks in Service.

Reemployment. If you receive or are treated as receiving a distribution and you resume employment, the amounts you have forfeited (if any) will be restored to your Account if you repay the full amount of the previous distribution before the earlier of five (5) years after the first date on which you are subsequently reemployed, or the date you incur five (5) consecutive One-Year Breaks in Service following the date of the distribution.

Year of Vesting Service

"Year of Vesting Service" means a vesting computation period during which you complete 1,000 hours of service during the Plan Year.

The vesting computation period is the Plan Year.

DISTRIBUTIONS

Commencement of Distributions

Termination of Employment. You are entitled to receive a distribution from your Account after you terminate employment. This includes termination due to Disability. The distribution will start at the time specified in the section titled "Timing and Form of Payment" below.

Late Retirement. If you continue working for the Company after your Normal Retirement Age, your participation under the Plan will continue, and your benefits will begin following the date you terminate employment. You may elect to have the Plan Administrator begin the distribution of your benefit at any time after reaching your Normal Retirement Age (even if you are still working) by providing the Plan Administrator with a written election that you want your benefits to begin. The Account(s) eligible for the benefit are specified in the section titled "In-Service Distributions upon Normal Retirement Age" below.

Death. If you die, your beneficiary will become entitled to receive your vested Account balance. The distribution will start at the time specified in the section titled "Timing and Form of Payment" below.

Normal Retirement Age

"Normal Retirement Age" means the date you reach age 62.

Timing and Form of Payment

Distribution for Reasons Other Than Death. If you become entitled to receive your benefit for any reason other than death your Account will be distributed in a lump sum payment. This is your normal form of payment. In addition to the normal form of payment, distributions from the Plan after termination of employment (for reasons other than death) may be made as a partial withdrawal. Payment of your vested Account may start as soon as administratively feasible with a final payment made consisting of any allocations occurring after your termination of employment. Your Account is payable in cash.

Distribution on Account of Death. If you die before distribution of your Account begins, distribution of your entire Account must be completed by December 31 of the calendar year containing the fifth anniversary of your death unless an election is made by your beneficiary to receive distributions in accordance with 1. and 2.

below:

1. Distributions may be made over the life or over a period certain not greater than the life expectancy of the beneficiary commencing on or before December 31 of the calendar year immediately following the calendar year in which you die;
2. If the beneficiary is your surviving spouse, the date distributions are required to begin in accordance with item 1. above will not be earlier than the later of (A) December 31 of the calendar year immediately following the calendar year in which you die, or (B) December 31 of the calendar year in which you would have attained age 70-1/2 (for Participants born before July 1, 1949) or age 72 (for Participants born after June 30, 1949).

Your beneficiary will be entitled to a distribution in any form that is available to you prior to your death.

If you die after distribution of your Account has begun, the remaining portion of your Account will continue to be distributed under the method of distribution being used prior to your death. If your Account was not being distributed in the form of an annuity at the time of your death, your beneficiary may elect to receive your remaining vested Account balance in a lump sum distribution.

Force-Out

After your termination of employment with the Company, if the vested amount of your Account (excluding rollovers) does not exceed \$5,000, your vested Account balance will be distributed from the Plan. You may elect to: 1) receive this distribution in cash; or 2) roll over the distribution to an individual retirement account (IRA) or the qualified plan of your new employer (but only if your new employer's plan allows such rollovers). However, if you do not timely return your election forms, the following will apply: if the vested amount of your Account balance is less than or equal to \$1,000, your vested Account will be distributed to you in cash. If your vested Account balance is more than \$1,000, but does not exceed \$5,000, the Plan Administrator will transfer your vested Account to an IRA established in your name; unless the distribution occurs after the Required Beginning Date. This mandatory distribution will be invested in an IRA designed to preserve principal and provide a reasonable rate of return and liquidity. All fees and expenses related to the establishment and maintenance of the IRA will be deducted from the IRA. For further information concerning the Plan's automatic rollover provisions, the IRA provider and the fees and expenses attendant to the individual retirement plan please contact the Plan Administrator at the phone number found in the "ADMINISTRATIVE INFORMATION" section at the end of this Summary Plan Description.

If the vested amount of your Account exceeds \$5,000, you must consent to any distribution of your Account. However, the Plan Administrator will distribute your vested Account balance in a lump sum without your consent at the time that payments must begin under applicable federal law - generally the April 1 following the later of the calendar year in which you attain age 72 or you terminate employment. Special rules apply to persons who are deemed to own more than 5% of the Company.

Beneficiary

You have the right to designate, in a written form acceptable to the Plan Administrator, one or more primary and one or more secondary beneficiaries to receive any benefit becoming payable upon your death. Your spouse must be your sole beneficiary unless he or she consents to the designation of another beneficiary. You may change your beneficiaries at any time and from time to time by filing written notice of such change with the Plan Administrator.

If you fail to designate a beneficiary, or in the event that all designated primary and secondary

beneficiaries die before you, the death benefit will be payable to your spouse, or if there is no spouse, to your children in equal shares, or if there are no children to your estate.

A beneficiary designation to a spouse shall be automatically revoked upon the legal divorce of the Participant from the spouse.

IN-SERVICE DISTRIBUTIONS AND LOANS

In-Service Distributions upon Normal Retirement Age

In-service distributions may be made upon attainment of Normal Retirement Age. These distributions can be made from the following Accounts: all Accounts.

Hardship Distributions

General Rule. You may receive a distribution on account of hardship from the vested portion of the following Accounts.

- Elective Deferral Account, including earnings of your Elective Deferral Account.
- Non-Elective Contribution Account.
- Rollover Contribution Account.

Your Roth Contributions may be withdrawn on account of financial hardship in the same manner as your normal Elective Deferral Contributions. Please note however, that the income on the Roth Contributions may be taxable (and subject to penalties for early withdrawal) if the withdrawal is not a "qualified distribution."

Immediate and Heavy Financial Need. You may receive a hardship distribution only if the Plan Administrator finds that you have an immediate and heavy financial need where you lack other available resources. The following are the only financial needs considered immediate and heavy:

1. Expenses incurred or necessary for medical care, described in Code section 213(d), for you or your spouse, children, or dependents;
2. The purchase (excluding mortgage payments) of a principal residence for the Participant;
3. Payment of tuition and related educational fees for the next 12 months of post-secondary education for you or your spouse, children or dependents;
4. The need to prevent the eviction of you from your principal residence (or a foreclosure on the mortgage on your principal residence);
5. Payments for burial or funeral expenses for your deceased parent, spouse, children or dependents;
6. Expenses for the repair of damage to your principal residence that would qualify for the casualty deduction; or
7. Expenses incurred on account of a federally declared disaster.

There will no longer be a 6-month suspension period for your Elective Deferral Contributions, if applicable, after the receipt of the hardship distribution. In addition, any remaining portion of the 6-month suspension period for a prior hardship distribution will be discontinued on that date.

Amount Necessary to Satisfy Need. A distribution will be considered as necessary to satisfy your immediate and heavy financial need only if:

1. You have obtained all distributions, other than hardship distributions, under all plans maintained by the Company;
2. The distribution is not in excess of the amount of an immediate and heavy financial need (including amounts necessary to pay any federal, state or local income taxes or penalties reasonably anticipated to result from the distribution).
3. You have represented in writing or by electronic medium that you have insufficient cash or other liquid assets to satisfy the financial need.

Attainment of Age 59.5

You may receive a distribution after you reach age 59.5 from the vested portion of all of your Accounts. Your Roth Contributions may be withdrawn in the same manner as your normal Elective Deferral Contributions. Please note however, that the income on the Roth Contributions may be taxable (and subject to penalties for early withdrawal) if the withdrawal is not a "qualified distribution."

Deemed Severance Distributions

If you are a member of the military called to active duty for a period in excess of 30 days, you may receive a distribution from the Plan while still employed from amounts attributable to Elective Deferral Contribution elections and Catch-up Contributions. Your Elective Deferral Contributions and Catch-up Contributions, if applicable, will be suspended for 6 months after the receipt of the Deemed Severance Distribution.

Rules Regarding In-Service Distributions

The Plan Administrator may establish uniform procedures that include, but are not limited to, prescribing limitations on the frequency and minimum amount of withdrawals. All distributions will be made in the form of a single sum as soon as practicable following the valuation date as of which such withdrawal is made. Only Employees are eligible to receive in-service distributions.

Loans

The Plan Administrator, in its discretion, may permit Participants to apply for a loan from the Plan. The Plan Administrator may further adopt any administrative rules or procedures that it deems necessary or appropriate with respect to the granting and administering of loans. Please contact the Plan Administrator for a copy of the Loan Procedures for more information regarding taking a loan from the Plan.

INVESTMENTS

Participant Self-Direction

In General. The Plan Administrator allows you to direct the investment of all of your Accounts. The Plan Administrator may establish uniform guidelines and procedures relating to Participant self-direction.

Investment Elections. You may direct the percentage of your Accounts to be invested in one or more of the available investment funds. Your elections will be subject to such rules and limitations as the Plan Administrator may prescribe. After your death, your beneficiary may make investment elections as if the beneficiary were the Participant. However, the Plan Administrator may restrict investment transfers to the extent required to comply with applicable law.

Investment Decisions. The Plan is intended to constitute a plan described in section 404(c) of ERISA. This means that Plan fiduciaries may be relieved of liability for any of your losses that are the result of your investment elections.

Voting Rights

You may not direct the Trustee as to the exercise of voting rights with respect to any Trust Fund Investment.

Valuation Dates

Accounts are valued each business day.

SPECIAL TOP-HEAVY RULES

Minimum Allocations

If the Plan is Top-Heavy, the Company will generally allocate a minimum of 3% of your Plan Compensation to the Plan if you are a Participant who is (i) employed by the Company on the last day of the Plan Year and (ii) not a key employee.

Please note, if you are covered by a collective bargaining agreement you will not share in Top-Heavy minimum allocations, provided retirement benefits were the subject of good faith bargaining.

The minimum benefits paid under this section will vest in the same manner as any Non-Elective Contributions.

CLAIMS PROCEDURES

Application for Benefits. You or any other person entitled to benefits from the Plan (a "Claimant") may apply for such benefits by completing and filing a claim with the Plan Administrator. Any such claim must be in writing and must include all information and evidence that the Plan Administrator deems necessary to properly evaluate the merit of and to make any necessary determinations on a claim for benefits. The Plan Administrator may request any additional information necessary to evaluate the claim.

Timing of Notice of Denied Claim. The Plan Administrator will notify the Claimant of any adverse benefit determination within a reasonable period of time, but not later than 90 days (45 days if the claim relates to a disability determination) after receipt of the claim. This period may be extended one time by the Plan for up to 90 days (30 additional days if the claim relates to a disability determination), provided that the Plan

Administrator both determines that such an extension is necessary due to matters beyond the control of the Plan and notifies the Claimant, prior to the expiration of the initial review period, of the circumstances requiring the extension of time and the date by which the Plan expects to render a decision. If the claim relates to a disability determination, the period for making the determination may be extended for up to an additional 30 days if the Plan Administrator notifies the Claimant prior to the expiration of the first 30-day extension period.

Content of Notice of Denied Claim. If a claim is wholly or partially denied, the Plan Administrator will provide the Claimant with a written notice identifying:

1. The reason or reasons for such denial,
2. The pertinent Plan provisions on which the denial is based,
3. Any material or information needed to grant the claim and an explanation of why the additional information is necessary, and
4. An explanation of the steps that the Claimant must take if he wishes to appeal the denial including a statement that the Claimant may bring a civil action under ERISA.

Appeals of Denied Claim. If a Claimant wishes to appeal the denial of a claim, he must file a written appeal with the Plan Administrator on or before the 60th day (180th day if the claim relates to a disability determination) after he receives the Plan Administrator's written notice that the claim has been wholly or partially denied. The written appeal must identify both the grounds and specific Plan provisions upon which the appeal is based. The Claimant will be provided, upon request and free of charge, documents and other information relevant to his claim. A written appeal may also include any comments, statements or documents that the Claimant may desire to provide. The Plan Administrator will consider the merits of the Claimant's written presentations, the merits of any facts or evidence in support of the denial of benefits, and such other facts and circumstances as the Plan Administrator may deem relevant. The Claimant will lose the right to appeal if the appeal is not timely made. The Plan Administrator will ordinarily rule on an appeal within 60 days (45 days if the claim relates to a disability determination). However, if special circumstances require an extension and the Plan Administrator furnishes the Claimant with a written extension notice during the initial period, the Plan Administrator may take up to 120 days (90 days if the claim relates to a disability determination) to rule on an appeal.

Denial of Appeal. If an appeal is wholly or partially denied, the Plan Administrator will provide the Claimant with a notice identifying:

1. The reason or reasons for such denial,
2. The pertinent Plan provisions on which the denial is based,
3. A statement that the Claimant is entitled to receive, upon request and free of charge, reasonable access to, and copies of, all documents, records, and other information relevant to the Claimant's claim for benefits, and
4. A statement describing the Claimant's right to bring an action under section 502(a) of ERISA. The determination rendered by the Plan Administrator will be binding upon all parties.

Determinations of Disability. If the claim relates to a disability determination, determinations of the Plan Administrator will include the information required under applicable United States Department of Labor regulations.

Claims Procedures

The Plan has a contractual statute of limitations as follows: three years from the date of filing a claim with the Plan Administrator.

YOUR RIGHTS UNDER ERISA

As a participant, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). This federal law provides that you have the right to:

Examine, without charge, at the Plan Administrator's office and at other specified locations, such as worksites and union halls, all documents governing the Plan, including insurance contracts and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.

Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated Summary Plan Description. The Plan Administrator may make a reasonable charge for the copies.

Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.

Obtain, once a year, a statement from the Plan Administrator regarding your Accrued Benefit under the Plan and the nonforfeitable (vested) portion of your Accrued Benefit, if any. This statement must be requested in writing and is not required to be given more than once every 12 months. The Plan must provide the statement free of charge.

In addition, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate the Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. No one, including your employer, your union, or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining your benefits or exercising your rights under ERISA.

If your claim for a benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules. Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator.

If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or Federal court. In addition, if you disagree with the Plan's decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in Federal court. If it should happen that Plan fiduciaries misuse the Plan's money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor, or you may file suit in a Federal

court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

If you have any questions about the Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

MISCELLANEOUS

Domestic Relations Orders

Under certain circumstances, a court may issue a domestic relations order assigning a portion of your benefits under the Plan to a spouse, former spouse, child or other dependent. The Plan Administrator will determine whether the order is a qualified domestic relations order ("QDRO"). If the Plan Administrator determines that the order is a QDRO, it will implement the terms of the QDRO and divide your Account accordingly. You may obtain, without charge, a copy of the Plan's QDRO procedures from the Plan Administrator.

Disability

Under this Plan, you are disabled if you suffer from a physical or mental impairment that results in the inability to engage in any occupation comparable to that in which you were engaged at the time of your disability. The permanence and degree of your impairment must be supported by medical evidence.

Assignment and Alienation of Benefits

Except as provided below, your Account is held in trust and cannot be assigned and, to the extent permitted by law, is not subject to any form of attachment, garnishment, sequestration or other actions of collection. You may not alienate, anticipate, commute, pledge, encumber or assign any of the benefits or payments which you may expect to receive, contingently or otherwise, under the Plan, except that you may designate a beneficiary.

However, you may lose all or part of your balance:

1. Pursuant to the terms of a QDRO;
2. To comply with any federal tax levy; or
3. To comply with the provisions and conditions of a judgment, order, decree or settlement agreement between you and the Secretary of Labor or the Pension Benefit Guaranty Corporation relating to your violation (or alleged violation) of ERISA fiduciary responsibilities.

Amendment and Termination

Although the Company intends to maintain the Plan indefinitely, the Company may amend or terminate the Plan at any time in its sole discretion. If any of these actions is taken, you will be notified. However, no such action may permit any part of Plan assets to be used for any purpose other than the exclusive benefit of participants and beneficiaries or cause any reduction in your vested Account balance as of the date of the amendment or termination. If the Plan is terminated, all amounts credited to your Account will become 100% vested.

Fees

Your Account may be charged for some or all of the costs and expenses of operating the Plan. Such expenses include, but are not limited to, investment expenses and costs to process loans, Plan distributions and QDROs. For specific information regarding the fees that are charged by the Plan, please contact the Plan Administrator.

Insurance

The Plan is not insured by the Pension Benefit Guaranty Corporation (PBGC) because it is not a defined benefit pension plan.

Administrator Discretion

The Plan Administrator has the authority to make factual determinations, to construe and interpret the provisions of the Plan, to correct defects and resolve ambiguities in the Plan and to supply omissions to the Plan. Any construction, interpretation or application of the Plan by the Plan Administrator is final, conclusive and binding.

Plan Not a Contract of Employment

The Plan does not constitute, and is not to be deemed to constitute, an employment contract between the Company and any employee or an inducement or condition of employment of any employee. Nothing in the Plan is to be deemed to give any employee the right to be retained in the Company's service or to interfere with the Company's right to discharge any employee at any time.

Waiver

Any failure by the Plan or the Plan Administrator to insist upon compliance with any of the Plan's provisions at any time or under any set of circumstances does not operate to waive or modify the provision or in any other manner render it unenforceable as to any other time or as to any other occurrence, whether the circumstances are the same or different. No waiver of any term or condition of the Plan is valid or of any force or effect unless it is expressed in writing and signed by a person authorized by the Plan Administrator to grant a waiver.

Errors

Any clerical or similar error by the Plan Administrator cannot give coverage under the Plan to any individual who otherwise does not qualify for coverage under the Plan. An error cannot give a benefit to an individual who is not actually entitled to the benefit.

ADMINISTRATIVE INFORMATION

1. The Plan Sponsor and Plan Administrator is VinylMax LLC.

Address: 2921 McBride Court, Hamilton, OH 45011-5420
Phone number: 513-772-2247
Employer Identification Number: 31-1564962
2. The Plan is a 401(k) profit-sharing plan. The Plan number is 001.
3. The Plan's designated agent for service of legal process is a member or manager of the entity named in item 1. Any legal papers should be delivered to such person at the address listed in item 1. However, service may also be made upon the Plan Administrator or the Trustee named below.
4. The Plan's assets are held in a trust created under the terms of the Plan. The Trustees are Craig Doerger and Laura Doerger-Roberts. Their principal place of business is the address listed in item 1.
5. The Company's fiscal year and the Plan Year end on December 31.
6. If the Plan is established or maintained by two or more employers, you can obtain a complete list of the employers sponsoring the Plan upon written request to the Plan Administrator (this list is also available for examination by participants and beneficiaries); you may also receive from the Plan Administrator, upon written request, information as to whether a particular employer is a sponsor of the Plan and, if the employer is a plan sponsor, the sponsor's address.