

**WESTON SOLUTIONS, INC.
RETIREMENT SAVINGS AND
EMPLOYEE STOCK OWNERSHIP PLAN**

SUMMARY PLAN DESCRIPTION

(January 1, 2021)

INTRODUCTION

Weston Solutions, Inc. (the "Company") established the Weston Solutions, Inc. Retirement Savings and Employee Stock Ownership Plan (the "Plan") to provide eligible employees with an opportunity to save for retirement and to acquire an ownership interest in the Company. This Summary Plan Description generally describes the Plan as effective January 1, 2021, although earlier effective dates of certain Plan features are noted for your information.

The Plan is a continuation of the Roy F. Weston, Inc. Retirement Savings Plan. The Plan includes special provisions that apply to accounts derived from contributions the Company made for pay dates prior to June 2, 2001. The Plan retains the basic features that governed those accounts prior to June 2, 2001. The Plan also includes provisions that apply to accounts derived from the Roy F. Weston, Inc. Employee Stock Ownership Plan that was merged with and into the Plan effective January 1, 1994.

The Company is the Plan Administrator. The Plan Administrator acts through a Committee composed of Company managers (the "Committee") acting solely in their capacity as employees and representatives of the Plan Administrator who are appointed by the Company's Board of Directors and has the responsibility to manage the Plan on behalf of the Plan Administrator. The Committee generally acts through the Company's Human Resources Department but acting solely in their capacity as employees of the Company.

All of the Plan's assets are held in separate trust funds. The trustees are independent professional fiduciaries that the Company appoints.

All Company contributions made for participation on or after June 9, 2001 through December 31, 2011 were made in common stock of the Company's parent, Weston Solutions Holdings, Inc.. In years after 2011, the Company's contribution (if any) may be made in "Company Stock" (which for years prior to 2020 might have included stock of the Company's parent, Weston Solutions Holdings, Inc., and for years after 2019 may include the common stock of Weston Solutions, Inc.), cash or a combination of both (as determined by the Company its sole and absolute discretion). The accounts invested in Company Stock are sometimes called "stock accounts" or "Company Stock Accounts" for convenience.

Highlights of the Plan and answers to many questions employees are likely to ask are provided in this Summary Plan Description. Although every effort has been made to describe the essential provisions of the Plan as accurately as possible in this booklet, the requirements for participation and the benefits payable will be determined strictly in accordance with the Plan document, its trust agreements, and any regulations, which are available from the Human Resources Department. We urge you to read this summary carefully. This summary is the "Summary Plan Description" for the Plan and is meant to summarize the Plan in easy-to-understand language. However, in the event of any ambiguity or any inconsistency between this Summary Plan Description and any formal Plan documents, the Plan documents will control. If anything in this Summary Plan Description is not clear to you, or if you have any questions about Plan benefits or Plan claims procedures, please contact the Plan Administrator.

**WESTON SOLUTIONS, INC.
RETIREMENT SAVINGS AND EMPLOYEE STOCK OWNERSHIP PLAN**

SUMMARY PLAN DESCRIPTION

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PLAN PARTICIPATION

1. Am I eligible for the Plan?

All common law employees of the Company are eligible to participate in the Plan, except as explained below (and in Question 3).

The groups listed below are not eligible:

Employees whose terms and conditions of employment are covered by a collective bargaining agreement are not eligible to participate unless that collective bargaining agreement provides that they are eligible to participate.

Employees who work outside of the United States and have no U.S. source income are not ordinarily eligible to participate.

Persons that the Company does not classify as its employees for purposes of withholding federal income tax and paying federal social security tax are not eligible to participate.

Independent contractors and leased employees are not eligible to participate.

2. Are employees of the Company's subsidiaries and affiliates eligible to participate?

No. Only eligible employees who are employed directly by Weston Solutions, Inc. are eligible to participate.

3. When am I eligible to participate in the Plan?

All eligible employees, other than temporary employees, are eligible to participate in the Plan on the date that they begin active employment in an eligible status. You may make elective contributions to the Plan as soon as administratively feasible after you are eligible to contribute (see Question 6). For purposes of Company contributions, all of your compensation from the date you begin work is credited (see Question 7).

An employee who is hired as a temporary employee (and not otherwise excluded) is not eligible to participate until the first pay date that occurs on or after the "quarterly entry date" (January 1, April 1, July 1, October 1) following the date that the employee completes "one year of service". Only compensation paid after satisfying this requirement may be contributed to the Plan or credited for purposes of Company contributions.

A temporary employee completes "one year of service" if he or she is paid for 1,000 hours during the twelve-month period beginning with the day the employee begins work. If the employee does not have 1,000 paid hours in that twelve-month period, the employee can

become eligible on the January 1st after any calendar year in which he or she has 1,000 paid hours.

Notwithstanding the above, a temporary employee who completes at least 500 hours of service during three consecutive 12-month periods (as determined under rules issued by the Internal Revenue Service) will be eligible to make contributions under the Plan (but will not be eligible to receive any Company contributions under the Plan). If this applies to you, the Plan Administrator will inform you of your eligibility. This paragraph does not apply to a temporary employee who completes "one year of service" as noted in the prior paragraph. If a temporary employee completes "one year of service" as noted above, he or she will be eligible to participate in accordance with the prior paragraph.

4. What if a temporary employee terminates employment and is later rehired?

If you are rehired as a temporary employee and were a prior participant in the Plan, you will requalify for participation on the date on which you again begin work in an eligible job capacity. Otherwise, you will be treated as a new employee.

5. Is employment with businesses the Company purchased credited?

Ordinarily, service with an employer that the Company purchased is not credited for any purpose under the Plan. You are treated as hired by the Company on the date you begin work for the Company. However, if the purchased business had a plan which was merged into this Plan, pre-acquisition service is credited for purposes of eligibility and earning vested benefits (see Question 28).

For those employees working at the Stoller-Navarro Joint Venture who began employment with the Company on or about October 1, 2003 and who were employed by any of GeoTrans, Inc., Science Applications International Corp. (SAIC) or Shaw Group on or about September 30, 2003, employment with any of those businesses will be treated as employment with the Company for purposes of vesting (see Question 28).

For those employees who became Company employees prior to April 1, 2000, employment with the US Navy SPORTS detachment or ATS Corporation is credited for purposes of vesting and benefits (see Questions 13 and 28).

For those employees of MEC Analytical Systems, Inc. ("MEC") on March 26, 2004, who became employees of the Company immediately after the Company purchased MEC, employment with MEC is credited for purposes of vesting and benefits (see Questions 13 and 28).

For those employees who were employed by Accelerated Waste Solutions, LLC ("AWS") on or after August 1, 2001 and who thereafter became or become Company employees,

employment with AWS is credited for purposes of vesting and benefits (see Questions 13 and 28).

For those employees who were employed by Resource Technology Inc. ("RTI") who began employment with the Company on or about August 10, 2009, employment with RTI is credited for purposes of vesting and benefits (see Questions 13 and 28).

PARTICIPANT CONTRIBUTIONS

6. How do I contribute to the Plan?

You will have the option of contributing to your savings account by entering into a salary reduction agreement which authorizes the Company to reduce your compensation (see Question 7) by a percentage you specify and make a contribution of that amount to the Plan on your behalf. You may elect to increase, decrease, discontinue or resume contributions at any time. These elections are made directly with Vanguard which can be reached at www.vanguard.com or 1-800-523-1188. Your election will be effective as soon as administratively feasible after receipt by Vanguard.

Automatic Enrollment: All eligible employees receive enrollment information when they begin employment. The Plan has an "automatic enrollment feature." If you first became or become eligible on or after January 1, 2012 or are rehired on or after January 1, 2012, we will withhold 3.0% of your compensation (see Question 7) on a before tax basis and contribute it to the Plan for you if you do not make an affirmative election either (i) to contribute a different percentage or (ii) not to contribute. If you are automatically enrolled and do not make an investment election, your contributions will be invested in the Plan's "default investment fund", which is currently the Vanguard Target Retirement Fund which reflects the date closest to your 65th birthday.

The automatic enrollment will be effective on a date that is at least 30 days after you received notice of the automatic enrollment. You will have a reasonable time to elect whether to participate through automatic enrollment or make an affirmative election to contribute a different percentage or not to contribute. These elections must be made through Vanguard at www.vanguard.com or 1-800-523-1188. If you are enrolled automatically and don't want to participate, you may elect within 90 days after the first contribution would be paid to you but for the automatic enrollment to have your contributions, adjusted for investment gain or loss, refunded to you.

To make an affirmative election to contribute an amount different than the automatic enrollment percentage of your compensation, to decline participation, to contribute on a Roth 401(k) basis (as explained below) or direct investment of your contributions, you must call Vanguard at 1-800-523-1188 or log onto Vanguard's internet site at www.vanguard.com.

A description of the Plan's investment options is available on the Vanguard website or through the Human Resources Department.

Tax Election: You may elect to have your contributions made (i) on a before tax basis so that they will not be included in your taxable income for federal income tax purposes, (ii) on an after tax basis (generally known as a "Roth 401(k)") so that they will be included in your income for federal income tax purposes or (iii) as a combination of before tax contributions and after tax Roth 401(k) contributions.

If you enroll via automatic enrollment and do not make an election, your elective contributions will be treated as having been made on a before tax basis.

Note: Under current federal tax law, Roth 401(k) contributions and earnings on them are not subject to federal income tax when distributed provided certain requirements are satisfied. Before tax contributions and earnings on them are subject to federal income tax when distributed.

A number of factors go into the decision whether to make elective contributions on a before tax basis or after tax Roth 401(k) basis. These include your age, the length of time you expect the contributions to remain invested in a plan or individual retirement account, your current federal income tax rate compared to the rate that will be in effect when you take distributions, and the like. For more information, please contact Vanguard at www.vanguard.com. In addition, you should review this matter with your tax and/or financial adviser. Neither the Company nor the Committee can or will provide you with legal, tax or financial advice.

You may generally change the amount of your contribution and/or the characterization of your contribution as before tax or after tax as frequently as you like provided the change is made before the contribution is withheld from your pay (and so long as Vanguard has sufficient time to process the change). Once amounts are contributed to the Plan, you cannot change them from before tax contributions to after tax Roth 401(k) contributions or vice versa.

You may elect to save in 0.1% increments of your compensation (see Question 7) for the calendar year; however, this amount may not exceed the calendar year maximum dollar amount permitted under the law.

In addition, the Plan Administrator has the authority to set a lower limit to facilitate plan administration and compliance with applicable non-discrimination requirements. In 2021, the Administrator has set a percentage limit for "highly compensated employees" at 20% of compensation (the "HCE Limit"). Whether or not you are a "highly compensated employee" is determined under Internal Revenue Code regulations. Generally, employees earning over \$130,000 for 2020 are "highly compensated employees" for 2021. The Internal Revenue Code provides for increases in the dollar amount periodically to reflect cost of living increases.

Automatic Contribution Increases: If you were enrolled automatically (that is, did not make an affirmative election to contribute or not to contribute), your contribution rate will increase automatically by 1% of compensation as of each following January 1st unless you elect to retain your current rate or elect a different amount of increase or decrease in contribution. However, if you first became eligible on or after October 1st of a year, no increase will occur as of the first January 1st after you begin participation (unless you otherwise elect). You may also elect automatic contribution increases on a voluntary basis by contacting Vanguard at www.vanguard.com or 1-800-523-1188.

IRS Contribution Limitations: The calendar year maximum dollar amount of elective contributions is \$19,500 for 2021. In addition, participants who reach age 50 on or before December 31, 2021, may contribute an additional \$6,500 over any Plan limit for 2021. This amount is referred to as a "catch-up contribution". Under current law, both contribution limits will increase periodically to reflect cost of living increases. The elective contribution limits apply to the sum of your combined pretax contributions and Roth 401(k) contributions. That is, you cannot increase your limit by making both types of contributions.

<u>Year</u>	<u>General Limit</u>	<u>Age 50 + Catch-Up Limit</u>	<u>Total (Age 50+)</u>
2021	\$19,500	\$6,500	\$26,000

Highly compensated employees who are contributing at the HCE Limit who are eligible to make a catch-up contribution may contribute an additional amount up to the catch-up limit.

The amount of your compensation that the Plan may consider each year is limited by law. The limit is \$290,000 for 2021. This limit also is adjusted from time to time to reflect cost of living increases.

You enroll or make changes in your contribution rate by contacting Vanguard at www.vanguard.com or 1-800-523-1188.

7. What is my "compensation"?

For Plan purposes, "compensation" generally means the total cash amount the Company pays to you while you are an active eligible employee for services which you rendered. Compensation includes amounts withheld from your pay in connection with contributions on your behalf to this Plan or any other Company benefit plan.

Please note that "compensation" does not include income from stock options, restricted stock or equity-based compensation, deferred compensation, severance or termination pay (except for accrued vacation pay), the value of welfare benefits and similar items. Further, "compensation" does not include reimbursements or allowances of any kind, such as (but not limited to) tuition reimbursement, car allowance, per diem, cost of living allowance,

moving expenses, bonus amounts paid in connection with the acceptance of employment or relocation, hardship allowance, danger pay, housing, or any other item.

8. May I contribute to the Plan on an "after tax basis"?

Yes. You may contribute on a before tax basis or an after tax basis (Roth 401(k)). All elective contributions, including Roth 401(k) contributions, must be made by payroll withholding and will be contributed to your savings account.

Prior to 1987, the Plan did permit certain non-Roth "after tax" contributions. If you made such contributions, they are held in your voluntary contribution account.

9. May I make rollover contributions to the Plan?

If you are an eligible employee, you may transfer to this Plan certain amounts from a previous employer's qualified retirement plan, an individual retirement account or certain other tax qualified retirement arrangements. For temporary employees, you may do that even before you become eligible to participate in this Plan. If you are interested in making this type of transfer, please contact Vanguard at www.vanguard.com or 1-800-523-1188.

Rollover contributions will become part of your rollover account.

COMPANY CONTRIBUTIONS

10. How much will the Company contribute?

Generally, the amount (if any) that the Company contributes each year is discretionary. The Company has the right to determine if a contribution will be made and the amount of the contribution. The Company's contribution may be made in cash and/or in shares of Company Stock (or in a combination of cash and Company Stock) as the Company determines in its sole and absolute discretion.

While it is not required to do so and the Company expressly reserves the right to change the below in its sole discretion, it is currently the Company's intention to contribute cash and/or Company Stock in an amount sufficient to provide the following benefits for eligible employees:

1. Company Contributions. If the Company elects to make a Matching Contribution, you will receive an amount equal to a uniform percentage of your elective contributions up to a specified percentage of compensation and not in excess 6% of compensation—which would result in a maximum matching contribution amount of 6% of eligible compensation for an eligible employee if the Company decides (in its discretion) to make the maximum

contribution. (Prior to January 1, 2020, the matching contribution (if any) was an amount equal to 50% of the participant's elective contributions that do not exceed 6% of compensation—which would result in a maximum amount of 3% of eligible compensation for an eligible employee.)

If the Company elects to make a discretionary (non-matching), Retirement Contribution for the Plan Year, you may receive an allocation of the retirement contribution for that Plan Year. Any Retirement Contribution for the Plan Year will be allocated to each eligible participant's Plan account in the ratio that the participant's compensation for the Plan Year bears to the sum of all eligible participants' compensation for the Plan Year. At this time, the Company does not expect to make a Retirement Contribution. (Prior to January 1, 2020, eligible participants received a Retirement Contribution which was an amount equal to 2% of the participant's eligible compensation plus an additional 2% of the participant's eligible compensation over the social security taxable wage base, which was \$132,900 for 2019. For participants who were at least age 55 and who had completed 10 years of service, the targeted amount was 4% of eligible compensation plus 4% of eligible compensation over the social security taxable wage base.)

2. Spousal Conflict of Interest. To the extent that the Company's contributions for any year are made in the form of Company Stock, the Company will make a separate contribution in cash for any employee with a Spousal Conflict of Interest, except for certain highly compensated employees of the Company (see Question 12). The amount of the contribution generally will be equal to the sum of the fair market value of the Company Stock as of the last day of the plan year and cash that would have been allocated to such employee but for the Spousal Conflict of Interest. For these purposes, an employee will be considered to have a Spousal Conflict of Interest if he or she asserts and the Plan Administrator, in its discretion, determines that all of the following are true: (i) that Company Stock allocated to the employee under the Plan would result in a conflict of interest arising out of the actual or impending employment of the employee's spouse that would result in economic harm or loss to the employee or the employee's spouse, such as an impediment to either continuation by the employee's spouse of current employment or an offer of new employment to the employee's spouse; (ii) that the repurchase of such Company Stock, either alone or in conjunction with other action taken by or on behalf of such employee, would resolve all such conflicts of interest involving the employee's spouse; and (iii) no other action is reasonably available to the employee or the employee's spouse to mitigate the conflict of interest. These rules are effective for Spousal Conflicts of Interest arising on or after December 16, 2013. Forms for requesting a Spousal Conflict of Interest determination by the Plan Administrator are available from the Human Resources Department.

11. Which shares are being contributed?

The Company's stock is owned 100% by Weston Solutions, Inc. ("Weston Solutions"). The shares that will be contributed to the Plan (if any) are shares of Weston Solutions common

stock. The Plan becomes an "owner" of the Company through ownership of Weston Solutions common stock. A portion of the Plan's shares may be allocated to your account and are held for your benefit (see Questions 12-14).

12. Who is eligible to share in the Company's contribution?

Generally, each eligible employee (see Questions 1-3) is eligible to share in the allocation of the Company's contribution (if any). However, "temporary employees" who became eligible to participate and were employed in a temporary status for the entire year will share only if they are credited with 1,000 hours of service during the year. (Remember that "temporary employees" who are eligible to contribute solely due to working 500 hours (or more) in three consecutive 12-month periods are not eligible for Company contributions.) In addition, certain highly compensated employees who have been advised that they are subject to the Plan's Spousal Conflict of Interest rules as explained in Question 10 are not eligible to share in the Company's contributions.

13. How much will be allocated to each eligible employee?

The Company does not intend to make a discretionary (non-matching) Retirement Contribution at this time. If the Company decides to make a discretionary Retirement Contribution it will be in an amount equal to the amount that would be contributed as explained at Question 10.

The allocation for the employee's Matching Account (if any) is described in Question 10.

14. How is my share of the Company's contribution accounted for?

Each year's contribution is deposited in the Matching Account based on the portion that is attributable to matching contributions on your elective contributions. If the Company's contribution is part in Company Stock and part in cash rather than entirely in one or the other, your Matching Account would receive the same proportion of Company Stock and cash as the accounts of all other participants who have amounts allocated to them.

You will receive a contribution statement each year that will show the cash and number of shares allocated to you as well as the dollar value per share as determined by the Plan's independent appraiser.

15. Are there any limitations on the amounts that I or the Company may contribute to my accounts under the Plan?

Yes. Your contributions and Company contributions under the Plan must satisfy certain nondiscrimination tests. Accordingly, if you are a "highly compensated employee", the amount of the contribution you are permitted to make or the amount of matching contribution allocated to your account may be limited in order for the Plan to satisfy these

nondiscrimination tests. In addition, it may be that some portion of your contribution or vested matching contribution may be refunded to you to allow the Plan to satisfy these tests.

Whether or not you are a "highly compensated employee" is determined under Internal Revenue Code regulations. Generally, employees earning over \$130,000 for 2020 are "highly compensated" for 2021. Under current law, the amount is adjusted periodically to reflect cost of living increases.

In addition, the Internal Revenue Code imposes certain limitations on the amount which may be added to your accounts (other than amounts credited as a result of investment growth or rollover contributions) in any calendar year. The amount which may be added may not exceed a maximum dollar limit. The dollar limit is \$58,000 for 2021. Elective "catch-up contributions", which are limited to \$6,500 for 2021, do not count against the \$58,000 limit. Under current law, the \$58,000 limit is increased periodically to reflect cost of living increases. If the amount that would be allocated to your account exceeds the maximum permitted amount, we are required to reduce the amount to the extent necessary to satisfy the requirement. Depending on the circumstances, the reduction may be made by refunding to you a portion of your elective contributions and, if that is not sufficient, reducing the amount of the Company's contributions allocated to you. You will be advised if an adjustment must be made and the method for making it.

FUND ADMINISTRATION

16. Who holds contributions to the Plan?

The Plan has two trustees that hold the Plan's assets in separate trust funds. Vanguard Fiduciary Trust Company ("Vanguard") holds all of the Plan's assets other than Company Stock. GreatBanc Trust Company holds all of the Company Stock.

17. What investment options are available through Vanguard?

The Company has arranged with Vanguard to make a variety of investment categories available for investment of your account. The investment categories include mutual funds, stable value funds, commingled trust funds and through the Vanguard Brokerage Option individual stocks, bonds and other securities. The Company may from time to time add to or delete the investment categories in which the Fund assets may be invested. The list of investment options is available from Vanguard at www.vanguard.com or 1800-523-1188, the Company's Human Resources Department at 1-610-701-3095, or the Company's portal.

Before making your selections or when considering changes to your existing elections, you should read the information distributed to you about investing and about the particular

funds and such additional information as may be helpful to you. (See Question 21 below for separate rules which apply to your Company Stock accounts.)

You may request the additional information listed below about any of the investment funds by contacting Vanguard at www.vanguard.com or 1-800-523-1188 or the Human Resources Department at 1-610-701-3095.

- A description of the annual operating expenses for each investment fund which reduce its rate of return and the aggregate amount of such expenses expressed as a percentage of the fund's average net assets.
- A copy of the prospectuses, financial statements and reports and other materials which Vanguard provides to the Company.
- The value of your account invested in a particular fund.
- Past and current investment performance of an investment fund, determined net of expenses, which the Plan offers or in which your account is invested.
- A description of the fees, if any, that apply to early redemption or sale of your investment in a particular fund.

18. May I direct investment of my account?

You designate the investment category or categories in which you want to invest your account, other than your Company Stock Account. You make your initial investment elections (and beneficiary designations) by completing an enrollment form which will be provided to you.

You may also elect that amounts previously contributed be removed from one investment category and be deposited in another investment category, referred to as exchanges. You make these changes by contacting Vanguard at www.vanguard.com or at 1-800-523-1188.

You should review investment fund prospectuses before you make or change an election, since some vehicles have early redemption and transactions fees or charges as well as investment fees. These fees, charges and expenses are subject to change from time to time. Please note that Vanguard reserves the right to deduct a purchase or redemption fee from purchases or redemptions.

As noted, the Plan allows you to exercise control over amounts in your individual accounts by giving you the opportunity to select among a number of separate diversified investment funds and individual securities and to change your investment selection on any day by telephone at 1-800-523-1188 or by contacting Vanguard at www.vanguard.com. You should note, however, to prevent practices that it deems abusive to other investors

Vanguard reserves the right to limit the frequency of trades into or out of a particular fund and to impose redemption or liquidation fees if you do not hold your investment for a specified period.

IMPORTANT NOTE: Section 404(c) of the Employee Retirement Income Security Act of 1974, as amended ("ERISA") relieves fiduciaries (such as the Company, etc.) of a plan which gives participants certain rights over the investment of their retirement plan accounts from liability for losses which are the direct and necessary result of following a participant's investment instructions. Since the Plan gives you substantial control over the investment of certain accounts, the Plan is intended to be a plan described in section 404(c) of ERISA. Accordingly, you are responsible for the investment decisions you make. The Plan's fiduciaries are not responsible for investment losses you may suffer as a result of following your investment instructions.

The Plan Administrator may limit your right to (a) increase or decrease contributions to a particular investment category, (b) transfer amounts to or from a particular investment category or (c) transfer amounts between particular investment categories, if such limitation is required under the rules establishing or maintaining an investment category.

The Plan Administrator will designate in writing to each participant (and each former participant or applicable death benefit beneficiary with a vested Plan account) the investment alternatives available under the Plan. There will be at least three investment alternatives having materially different risk and return characteristics. You will be permitted to elect to have your Plan account, or a portion thereof, invested in one or more of these investment alternatives. Your elections, and changes in your elections, will be permitted to be made at any time as permitted by the Plan Administrator and/or Vanguard (as applicable). Elections, and changes in elections, shall be given effect as soon as administratively feasible. If you request in writing to obtain written confirmation of your investment instructions, you will receive such written confirmation.

The Plan Administrator (or its designee) will send to participants, former participants and applicable death benefit beneficiaries from time to time information relating to the investment alternatives available under the Plan, including short summaries of each designated investment option, with a general description of investment objectives and risk and return characteristics of each option. You also will receive information relating to the type and diversification of assets comprising the portfolios of each designated option. In addition, you will receive descriptions of transaction fees and expenses, if any, that affect your account balance in connection with the purchase and sale of investment alternatives available under the Plan.

Also, the following information, based on the latest information available to the Plan, will be available to you upon written request to the Plan Administrator:

-A description of the annual operating expenses of each designated investment alternative which reduce the rate of return to participants and the aggregate amount of such expenses expressed as a percentage of average net assets of the alternative.

-Copies of any prospectuses, financial statements, reports and other materials relating to the Plan's investment alternatives to the extent such information and materials are made available to the Plan Administrator or Trustees.

-The name of the issuer of any fixed rate option, its term and its rate of return.

-Information concerning the value of shares or units in designated investment alternatives, as well as the past and current performance of such alternatives, determined, net of expenses, on a reasonable and consistent basis and information concerning the value of shares or units in designated investment alternatives held in the participant's account.

-A list of assets comprising the portfolio of each designated investment option which constitutes Plan assets.

If you have any questions concerning the Plan's investment options, contact the Plan Administrator

19. What happens to earnings or losses?

Your account is credited with investment gains, losses, income and expenses for each investment category in which it is invested. A separate account is established for you in each investment category to record your new contributions and earnings. Your account (other than Company Stock) is valued daily. Your Company Stock Account is generally valued quarterly.

20. What investment expenses are charged to my account?

You should consult your fund prospectus or contact Vanguard to obtain current information about the costs associated with the purchase or sale or redemption of any investment as well as investment management fees.

Costs of investment reduce the yield of the funds.

21. What investment rules apply to my Company Stock Account?

Your Company Stock Account is invested in Weston Solutions common stock.

All Company Stock is privately owned. Because there is no market to determine the value of Company Stock, GreatBanc Trust Company as the trustee of the Company Stock fund, engages an independent appraiser to value shares of Company Stock. The valuations are generally done on the last business day of each calendar quarter but the Company has the option to eliminate or change valuation date in its discretion.

To maintain the private status of the Company, the Plan will not make distributions of Company Stock. After you reach your normal retirement date (age 65) and become eligible to receive your Company Stock Account, the Company will arrange for the repurchase of your shares at the appropriate valuation price. (see Question 25). The cash amount will be paid into the Plan and then be distributed to you (if you elect a cash distribution) or be included in any rollover contribution (if you elect a rollover to an individual retirement account) or be reinvested in the Plan's investment funds according to your direction if you elect to postpone distribution.

Each year the Company's Board of Directors considers whether or not funds will be made available to allow participants who have reached age 55 or more to elect that a portion of their Company Stock Account be sold back to the Company at a valuation date price and that the proceeds be invested in one of the investment options available for other accounts according to the participant's direction. This feature of the Plan is referred to as the "diversification election". It operates as follows:

- The Board of Directors must approve that funds will be made available for diversification. The Board's approval is based on a number of factors, including the Company's financial performance, lenders' approval and available cash flow.
- To be eligible to make a diversification election (if any), as of the preceding December 31st you must be both age 55 and 100% "vested" in your Account (see Question 28). You are eligible to make an election each time that the Company offers a diversification election after you satisfy the two eligibility requirements.
- If you are eligible and the diversification election has been approved, you will receive a notification no later than 30 days prior to the diversification election due date.
- The notification will include the election rules and procedures. In addition, it will include the valuation date that will be used for Company Stock repurchase and the due date set by the Human Resources Department for returning your election form.
- Because your election form is due before the stock price is received from the appraisal firm, you may set a minimum price, known as a "stop limit", that you will accept. If the valuation date price is below your stop limit, your election will be void and your shares will not be sold.
- If you are 100% vested and are age 55 as of the preceding December 31st, you may elect to sell up to 20% of the Company Stock allocated to you through that December 31st. If you are older and 100% vested, you may elect to sell an additional 20% for each year older. Diversification may be requested according to the following schedule:

<u>Age as of 12/31</u>	<u>% of Total Shares Eligible for Diversification</u>
55	20% of total shares

56	40% of total shares
57	60% of total shares
58	80% of total shares
59 or older	100% of total shares

- The number of shares of Company Stock that are available for diversification is determined by the total number of shares allocated to your Plan account as of the end of the previous year (including shares allocated to you for that year) plus the number of shares which you sold in previous diversification elections. That total number is multiplied by the diversification percentage based on your age, reduced by the number of shares which you sold in previous diversification elections. The election is available to active employees and separated vested employees who satisfy the age and vesting requirements. A separated employee who was not 100% vested at employment termination does not become 100% vested until the former employee forfeits the nonvested portion of his or her account. This occurs after a five-year period of absence (see Question 30).

Please keep in mind that the opportunity to make this election is open only if, and to the extent, the Company makes funds available. If the available funds are not sufficient to allow all elections, the Company will repurchase an equal portion of the shares offered for liquidation by each electing participant.

In addition to the regular diversification election described above, if you have severed employment, you may request that the Company or Weston Solutions repurchase all of the shares in your Company Stock Account, but only if you have a Member Conflict of Interest. For these purposes, you will be considered to have a Member Conflict of Interest if you assert and the Plan Administrator, in its discretion, determines that all of the following are true: (i) that Company Stock allocated to you under the Plan would result in a conflict of interest arising out of your actual or impending employment that would result in economic harm or loss to you, such as an impediment to either continuation of your current employment or the offer of new employment; (ii) that the repurchase of the Company Stock, either alone or in conjunction with other action taken by you, would resolve all conflicts of interest; and (iii) no other action is reasonably available to you to mitigate the conflict of interest. However, if the repurchase of your shares would cause the Company or Weston Solutions to default on certain debt agreements that are senior in priority to the Company Stock or if the Company or Weston Solutions is in default under such debt agreements, neither the Company nor Weston Solutions is required to repurchase your Company Stock, in which case, you may reassert the Member Conflict of Interest at a future date.

If you have not severed employment at a time when you have Company Stock allocated to you and you have a Spousal Conflict of Interest as described in Question 10, your investment in Company Stock will be liquidated as of the valuation date next following the Plan Administrator's determination that such Spousal Conflict of Interest exists. However, if the repurchase of your shares would cause the Company or Weston Solutions to default

on certain debt agreements that are senior in priority to the Company Stock or if the Company or Weston Solutions is in default under such debt agreements, neither the Company nor Weston Solutions is required to repurchase your Company Stock, in which case, you may reassert the Spousal Conflict of Interest at a future date.

Repurchases pursuant to conflicts of interest are made without regard to the cash available for regular diversification elections.

The above rules are effective for Member Conflicts of Interest and Spousal Conflicts of Interest arising on or after December 16, 2013. Forms for requesting a Member Conflict of Interest determination by the Plan Administrator or a Spousal Conflict of Interest determination by the Plan Administrator are available from the Human Resources Department.

22. Who votes the shares of Company Stock allocated to me?

You may direct the Trustee how to vote shares of Company Stock allocated to your accounts.

NORMAL AND DISABILITY RETIREMENT

23. When may I retire under the Plan?

Your normal retirement date is your 65th birthday. If you retire on or after your normal retirement date, your account will be 100% vested without regard to your length of service. Your account is subject to investment gain or loss until it is distributed.

At your election, your account balance will be distributed to you after you retire (see Question 25). The Plan is subject to the "minimum required distribution". At the latest, your account must begin to be distributed to you by the April 1st of the calendar year following the calendar year in which you reach age 72 (if you turned 70-1/2 on or after July 1, 1949) (see Question 25). Notwithstanding the above, this required minimum distribution was waived for the 2020 calendar year under the CARES Act.

If you continue as an eligible employee after your normal retirement date, you remain eligible to make contributions and share in Company contributions.

24. What if I am disabled?

The Plan provides that your account will be 100% vested, subject to investment gain or loss, without regard to your length of service, if you suffer a "disability", as defined below.

At your election, your account will be distributed to you after you retire due to "disability" (see Question 25).

You are "disabled" for purposes of the Plan if you are unable to engage in any substantial gainful activity by reason of any medically determinable physical or mental impairment that can be expected to result in death or to be of long-continued and indefinite duration. A condition will not be considered to be of long-continued and indefinite duration until the earlier of a determination from the Social Security Administration that you qualify for Social Security disability benefits or 12 months elapse from the date you stop work due to the condition.

If you terminate employment with the Company for reasons other than "disability" but later are determined to be "disabled" for purposes of receiving Social Security disability benefits, you may request a distribution of any portion of your account, including the portion invested in Company Stock (see Question 25).

25. If I retire at or after my normal retirement date (age 65) or due to "disability", when will my account balance be distributed?

You must request that the value of your accounts be distributed or transferred to an individual retirement account or other tax-qualified retirement plan.

To receive a distribution of the value of your Company Stock, you must first request liquidation of the Company Stock by contacting the Human Resources Department. Once your Company Stock is liquidated, the proceeds will be transferred to Vanguard and invested according to your directions in one or more of the investments available at Vanguard.

If you request liquidation, your Company Stock account will be liquidated for distribution based on the valuation date price next following your request for distribution provided that your request is received no later than the 1st day of the final month of a valuation period (March 1, June 1, September 1 and December 1 or other valuation period designated by the Administrator). For example, if your request is received November 30, 2020, the price will be the December 31, 2020 price (if December 31, 2020 is the valuation date).

You may not revoke your election after the deadline for delivery.

You should request a distribution form and related materials from the Human Resources Department if you want all or a portion of your Company Stock to be liquidated.

You may specify a minimum price that you will accept. This minimum price is referred to as a "stop limit". If the valuation date price is below your stop limit, your election to sell will be deemed null and void and your shares will not be sold.

To receive a distribution of the value of your account that Vanguard holds, you must contact Vanguard directly at www.vanguard.com or 1-800-523-1188. Vanguard will

distribute the value of your investment accounts in one lump sum of the entire amount or in a partial payment, as you direct, as soon after your request for distribution is received as is administratively feasible.

You have the option of deferring the payment of your retirement benefits, including your account invested in Company Stock, until the April 1st of the calendar year that follows the calendar year in which you reach age 72 (if you turned 70-1/2 on or after July 1, 1949).

DEATH BENEFITS

26. What happens if I die?

If you die, the value of your investment accounts held by Vanguard will be distributed to your beneficiary in a single sum or in partial payments, as your beneficiary elects (subject to any applicable limits under applicable law such as the required minimum distribution rules). Your beneficiary may elect to sell the Company Stock in your account at any valuation date price after your death in accordance with the election rules explained at Question 25.

If your spouse is your beneficiary, he or she may request a distribution and roll it over to an individual retirement account or request a direct rollover to an individual retirement account. Any other beneficiary may request a distribution or a direct rollover to an individual retirement account—but may not roll over a distribution he or she actually receives. Your beneficiary should get his or her own tax and financial planning advice about the best course to follow.

27. Who will receive the distribution?

You may designate the person or persons who will receive the death benefit payable in the event of your death before distribution of your accounts. Such person (or persons) is called your "beneficiary". A beneficiary designation must be made through Vanguard at www.vanguard.com or at by calling 1-800-523-1188.

Under federal law, if you are married at the time of your death, your spouse must be your Plan beneficiary unless your spouse consents in writing to your designation of a different beneficiary on the beneficiary form and your spouse's consent is witnessed by either a notary public or an authorized representative of the Plan Administrator. Accordingly, if you are now married and have designated a beneficiary other than your spouse, your beneficiary designation will not be effective unless your spouse consents on the appropriate form. Further, if you are now single but marry later, you should obtain your spouse's consent to your designation if you designate someone other than your spouse. Once given, your spouse may not revoke his or her consent to your beneficiary

designation. However, if you designate a new beneficiary, then you must obtain a new consent from your spouse.

If you designate someone other than your spouse as your beneficiary and your spouse does not consent, your spouse will receive 100% of your account.

If you do not designate a beneficiary or if your beneficiary dies before you or if your designation is invalid for any reason, your death benefit will be distributed as follows:

- (a) Your spouse, if living, or if not, to
- (b) Your surviving biological and adoptive children in equal shares, or
- (c) If you are not survived by any biological or adoptive children, to your surviving biological or adoptive biological parents in equal shares, or
- (d) If you are not survived by any biological or adoptive parents, to your estate.

If you become divorced and had designated your former spouse as your beneficiary, your designation will not be valid. You must designate a new beneficiary.

The benefit will be payable to your beneficiary's estate if your beneficiary dies after you but before receiving benefit payments.

TERMINATION OF EMPLOYMENT AND VESTING

28. What happens if my employment terminates before my normal retirement date or death?

You will always be 100% vested in your savings account (which holds your pre-tax or Roth contributions), voluntary contribution account (after-tax contributions, if any, made prior to January 1, 1987) and rollover account. "Vested" refers to the portion of your accounts that you will receive if you terminate your employment with the Company. Accordingly, since you are 100% vested in your savings, voluntary contribution and rollover accounts, you will be entitled to receive the balance of these accounts (as adjusted for investment gains and losses) after you terminate your employment.

You will be 25% vested in your account derived from Company contributions (Matching and Retirement) after you have been credited with two years of service for vesting (as explained at Question 29), 50% vested after three years of service, 75% vested after four years of service and 100% vested after five years of service. However, if you began work for the Company before June 2, 2001, you will be 100% vested after you have been credited with three years of service for vesting.

If you are actively employed at age 65 or older, or if your employment terminates due to your death or if your employment with the Company terminates due to "disability", you will become fully vested in all of your accounts without regard to your length of service.

29. What years are credited as years of service for vesting?

You will receive credit for one year of service for each year measured from the date you began work for the Company to each anniversary of that date that you are employed by the Company. All of your service, including service in an ineligible capacity, counts for purposes of determining whether you have vested rights.

If your employment terminates but you return to employment within one year, the period of absence as well as your employment prior to rehire counts. If your employment terminates and you are rehired in more than one year but less than five years, your pre-termination and post-termination service are counted, but not the period of your absence.

If you have a period of absence of five consecutive years and are rehired, then future years of service will not be taken into account for purposes of earning vested rights in your accounts which were not vested when your employment initially terminated. However, your prior service will count for purposes of vesting in new employer contributions to your accounts.

30. What happens to non-vested account balances?

The rule below applies if you had no benefit from Company contributions as of December 31, 2007. In that case, if your employment terminates and you either had no vested benefit on the date of termination or received a distribution of your vested benefit, you will forfeit the non-vested portion of your benefit on the later of your date of separation or distribution. The forfeited amount will be restored if you return to service with the Company before you have a period of absence of five consecutive years. Otherwise, you will forfeit the non-vested portion of your benefit after a period of absence of at least five consecutive years.

If you had a benefit from Company contributions as of December 31, 2007, you will forfeit the non-vested portion of your benefit after a period of absence of at least five consecutive years.

31. What is my benefit amount?

Your benefit amount is the value of your vested account balance at the time of distribution.

32. When will my vested benefit be distributed?

You may request distribution of your vested benefit (other than your Company Stock) at your termination of employment prior to your normal retirement date. To request a distribution, please contact Vanguard at www.vanguard.com or at 1-800-523-1188. Distribution will be made as soon after your request as is administratively feasible.

To make your distribution, all amounts held in the Plan's trust fund (other than Company Stock Account) will be liquidated and distributed to you (less applicable tax withholding) or be included in any rollover contribution you designate (if you elect a rollover).

Unless you postpone your distribution, your benefits will commence no later than the 60th day after the close of the Plan Year in which the latest of the following occurs: (A) you reach age 65; (B) your termination of employment; or (C) the tenth anniversary of the year in which you first commenced participation in the Plan. If you die prior to distribution, your account balance will be distributed as a death benefit provided the Plan Administrator receives notice of your death (see Question 27).

33. When will my vested Company Stock Account be distributed?

If (i) you terminate your employment with the Company after you reach age 65, or (ii) your employment terminates due to your death or after you have a disability, the value of your vested Company Stock Account will be available for distribution after it has been liquidated as described at Question 25. However, you generally may defer distribution of the cash proceeds until age 72 (if you turned 70-1/2 on or after July 1, 1949). After you become eligible, you should ask for a liquidation request form from the Human Resources Department. The rules for requesting a liquidation of your Company Stock account are explained at Question 25 and in the instructions included in the distribution materials that the Human Resources Department will give you when you make your request.

If you have terminated your employment and reached age 72 (if you turned 70-1/2 on or after July 1, 1949), Company Stock will be liquidated to the extent necessary to make any required minimum distribution that the Internal Revenue Code requires even if you have not made a liquidation election.

If you terminate your employment with the Company prior to age 65, the value of your vested Company Stock Account may not be liquidated until you reach age 65. (See Question 25). However, when you reach age 55 (or become 100% vested, if later,) you may make a diversification election as described at Question 21.

If you are an active employee over age 59-1/2, you may elect an in-service distribution as explained at Question 35. If you are a former employee, you may elect distribution of the cash proceeds of any stock repurchase as explained at Question 32.

LOANS AND IN-SERVICE DISTRIBUTIONS

34. May I borrow from my accounts?

Generally, the Administrator will allow the Trustee to make loans available to active Plan participants. You may not borrow from the Plan after your employment terminates. The

amount you may borrow depends on the vested portion of your account balances. You may not borrow more than 50% of your vested accounts or \$50,000, whichever is less. Also, the amount you borrow may not exceed the cash value of all your investment accounts, even if this is less than 50% of your vested accounts. In addition, certain other legal limits may apply. The Administrator will explain these to you if they become relevant.

The minimum amount of any loan is \$1,000. The term of the loan may not exceed five years and will be at an interest rate equal to a rate charged by commercial lenders for comparable loans at the time the loan is disbursed, as determined by the Administrator. You may be required to authorize payroll withholding to repay your loan and must pledge up to 50% of your account balance as security for the loan. You may only have two loans outstanding at a time. Generally, if you terminate employment with the Company, your loan will become due and payable unless you arrange to continue your payments by direct payment to Vanguard. If you do not repay the loan or make direct continuation payments your loan will be put in default status at the end of the calendar quarter following the later of the calendar quarter in which your employment terminated or the calendar quarter in which you failed to make direct continuation payments to Vanguard. If your loan is defaulted, the remaining loan balance will be treated as taxable income to you

If you are on an approved leave of absence with pay, you will be required to continue loan repayment by making direct repayments. When you start your leave, you should request instructions about loan repayment. If you are on an approved leave of absence without pay, your loan payments may be suspended for up to one year. Upon your return to employment, your loan principal will be re-amortized over the remaining period of the loan term. This will result in an increase in your regular payments.

If you are a reservist called to active duty in the United States military, you may suspend loan repayment during your period of active service.

The amount you borrow will be charged against your accounts. All your loan repayments will be credited to your accounts.

You may request a loan by making a telephone application through The Vanguard Group by calling 1-800-523-1188.

If you take a loan from the Plan, you will be charged a one-time fee of \$40 for the expense of establishing the loan and \$25 per year for administering its repayment. If these amounts change, the Plan Administrator and/or Vanguard will communicate to you the costs of any fees associated with the Plan loan.

35. May I make a withdrawal from my accounts while I am still employed by the Company?

You may withdraw all or a portion of your voluntary contributions (after tax contributions made before 1987) and rollover accounts while you are employed by the Company.

You may withdraw amounts from your prior matching account attributable to Company contributions made for pay dates prior to June 2, 2001.

You also may withdraw from your account for hardship reasons (see Question 36).

When you reach age 59-1/2, you have the right to receive an in-service distribution from all of your accounts in which you are 100% vested, except your accounts invested in Company Stock.

You may withdraw up to \$5,000 of your savings account contributions within one-year of the birth of a child or the adoption of an "eligible adoptee" (as determined under IRS rules). You are entitled to withdraw up to \$5,000 for each such child and in some cases you may be able to pay back the distribution made due to the birth or adoption, subject to uniform rules as shall be established by the Plan Administrator.

All requests for in-service withdrawals must be made through Vanguard by using their web site or toll-free telephone number, 1-800-523-1188.

36. How do I qualify for a "hardship" distribution?

The Plan authorizes "hardship" distributions from your savings account. However, before you are eligible for a hardship distribution, you must take all permitted withdrawals described in Question 35, above.

For purposes of the Plan, "hardship" means an immediate and serious financial need resulting from (i) medical expenses for you or one of your dependents; (ii) tuition and related fees and expenses for post-high school education for you or one of your dependents; (iii) the purchase of your principal residence; (iv) your threatened eviction from or mortgage foreclosure on your principal residence; (v) funeral expenses for certain immediate family members; (vi) a loss to your principal residence that qualifies as a "casualty loss" under the Internal Revenue Code in certain cases, (vii) expenses and losses (including loss of income) incurred by you on account of a disaster declared by the Federal Emergency Management Agency (FEMA) under the Robert T. Stafford Disaster Relief and Emergency Assistance Act, Public Law 100-707, provided that your principal residence or principal place of employment at the time of the disaster was located in an area designated by FEMA for individual assistance with respect to the disaster; or (viii) any other event which is deemed an immediate and heavy financial hardship by the Secretary of Treasury.

The amount which may be distributed to you may not exceed your immediate need resulting from the hardship or, if less, the sum of (i) your pre-tax contributions, (ii) income on your pre-tax contributions as of December 31, 1988 and (iii) effective January 1, 2019 earnings on your pre-tax contributions.

A distribution is treated as necessary to satisfy an immediate and heavy financial need only to the extent the amount of the distribution is not in excess of the amount required to satisfy the financial need (including any amounts necessary to pay any federal, state, or local income taxes or penalties reasonably anticipated to result from the distribution). A distribution is not treated as necessary to satisfy an immediate and heavy financial need unless you have obtained all other currently available distributions under the Plan and all other plans of deferred compensation, whether qualified or nonqualified, maintained by the Company. ("Distribution" for this purpose does not include Plan loans.) In addition, you must represent (in writing, by or by verbal representation via telephone recording, including using an "electronic medium" as defined by applicable Treasury regulations, or in such other form as may be prescribed by the Internal Revenue Service) that you have insufficient cash or other liquid assets reasonably available to satisfy the need. The Plan Administrator may rely on your representation unless the Plan Administrator has actual knowledge to the contrary.

The Plan Administrator must interpret the hardship provision strictly. The Plan is not permitted to make a distribution from your account to you while you remain an employee unless you satisfy the conditions noted above. Any improper distribution could disqualify the Plan, thereby depriving all participants of the favorable federal income tax treatment the Plan offers.

To request a hardship withdrawal you should contact Vanguard at www.vanguard.com or 1-800-523-1188. The materials Vanguard provides to you will explain the supporting information you must deliver to the Human Resources Department to document that you have a situation that qualifies for a hardship distribution.

37. Are in-service distributions taxable?

Yes, except for certain Roth 401(k) contributions and the amount of your voluntary after tax contributions made before 1988.

You should note that as a matter of current law distributions made on account of hardship and any other in-service distributions are taxable for federal income tax purposes (except to the extent they consist of after-tax contributions). Also, if you are under age 59-1/2 at the time of the distribution, you generally must pay a penalty tax equal to 10% of the taxable amount distributed. This 10% penalty does not apply to qualified birth and adoption withdrawals.

LEGAL AND TAX CONSIDERATIONS

38. May the Plan be amended or terminated?

The Company reserves the right to amend or terminate the Plan at any time by action of its Board of Directors or the delegate of the Board of Directors. If the entire Plan is

terminated, your account balance will be 100% vested without regard to your length of service.

The Plan may be amended to provide that no future benefits will be earned; however, the Plan cannot be amended to take away benefits you have already earned.

39. Are my benefits under the Plan insured?

No. Because this Plan is a type of retirement plan called a "defined contribution plan," Plan benefits are not insured or guaranteed by the Pension Benefit Guaranty Corporation under the Plan insurance provisions of the Employee Retirement Income Security Act of 1974.

40. May I lose my benefits for any reason?

If you terminate employment before you are fully vested, you will forfeit the non-vested portion of your account after you have a period of absence of five consecutive years (See Question 30 for more details).

Company Stock forfeited in a Plan Year will be used to make "restoration contributions" for returning military personnel entitled to benefit restoration under federal law and to restore forfeitures of those who return to employment within five years. Any remaining forfeited shares will be included as part of the Company's contribution for the year. Cash forfeited in a Plan Year will be used to pay Plan expenses. Any remaining amount will be applied to restore forfeitures. Finally, if any cash amount remains, it will be included as part of the Company's contribution for that year.

Potential benefits may be reduced by adverse investment experiences of the Fund, by any taxes or fees assessed against or payable by the Fund and by administrative costs incurred by the Plan Administrator or the Trustee to the extent these costs are not paid directly by the Company.

Your benefits may be subject to a federal tax levy or the collection by the United States on a judgment resulting from an unpaid tax assessment and certain limited involuntary assignment that federal law allows or requires.

Your benefits may be awarded to your spouse, former spouse or dependents under the terms of a qualified domestic relations order ("QDRO") issued under state domestic relations or community property law. Any portion of your benefits not awarded to your spouse, former spouse or dependents will be paid to you.

The Plan may not follow any domestic relations order relating to your Accounts unless the order is in the form of a QDRO. Participants and beneficiaries may obtain, without charge, from the Company a copy of the procedures governing QDRO determinations under the Plan. Under the Plan's rules, Company Stock will not be subject to accelerated

liquidation/distribution in a QDRO and to the maximum extent possible shall not be part of the assigned benefit.

The Company will notify you if the Plan receives a domestic relations order relating to your Accounts under the Plan and will also determine, within a reasonable time, if the order is a QDRO. You will be notified of the decision. In the meantime, the affected portion of your Accounts will be held in a separate Account and may not be withdrawn or distributed to you until after the QDRO issue is resolved.

41. Are there any legal limitations on my benefits?

The amount of contributions which may be made for any employee under the Plan is subject to limitations imposed by the Internal Revenue Code and Regulations. Every effort will be made to advise any participant affected by these limitations.

42. How am I taxed on my share of contributions and Plan earnings?

The Plan is intended to be a qualified defined contribution profit sharing plan which satisfies the applicable requirements of sections 401(a), 401(k) and 401(m) of the Internal Revenue Code of 1986 (the "Code"). Assuming the Plan so qualifies, under current law you would not be subject to federal income tax on your contributions, rollover contributions or Company contributions to the Plan or earnings allocated to your account until you receive a distribution from the Plan.

43. How will I be taxed on distributions?

You will receive an explanation of the federal income tax rules which apply to your benefits at the time you elect a distribution.

You should not rely on this information and should consult the Internal Revenue Service or your tax advisor when considering a distribution under the Plan to determine the most appropriate tax planning under your circumstances. Neither the Company nor the Trustee can provide you with tax advice.

PLAN ADMINISTRATOR

44. Who administers the Plan?

The Company is the statutory "plan administrator" for purposes of official reports to you and the government and is referred to herein as the "Administrator" or the "Plan Administrator". The Company may designate a committee to control and manage the day-to-day operation and administration of the Plan on behalf of the Plan Administrator but

solely in their capacities as employees and representatives of the Company and not in their individual capacities.

45. What happens if I disagree with a decision of the Plan Administrator concerning my Plan benefits or eligibility?

The following claims appeal procedure applies to claims other than claims for benefits due to Disability, which are governed by the section entitled "Disability Claims". If the Plan Administrator denies your claim, the Administrator will notify you in writing within 60 days after receipt of your claim. This notification will include (i) the specific reasons why your claim was denied, (ii) the specific reference to the Plan provisions on which the denial is based, (iii) a description of any additional information you must provide to perfect the claim and why the information is needed, (iv) an explanation of the procedure you may follow to appeal the denial of your claim, including the time limits of the claim review procedure and (v) a statement that you have the right to bring a civil action under section 502(a) of the Employee Retirement Income Security Act to request that a court consider your claim if your claim is denied on appeal.

You may request review by the Administrator of the denied claim by filing a written notice with the Administrator within 60 days after receipt of the notification of the claim denial. You may submit issues and comments at this time. You will be afforded a full and fair review by the Administrator.

The Administrator must give you a written decision on the appeal not later than 60 days after receipt of the request for review, unless special circumstances require an extension of time, in which case the decision will not be later than 120 days after the receipt of the request for review. If your claim is again denied, the Administrator must give you the specific reasons for the denial and the specific Plan references on which it is based as well as certain additional information required by Department of Labor regulations.

Disability Claims.

In the case of any benefits claim that requires a determination by the Administrator of a Participant's Disability status (a "Disability Claim"), the Administrator will notify the Claimant of the Administrator's Adverse Determination within a reasonable period of time, but not later than 45 days after receipt of the claim. If, due to matters beyond the control of the Administrator, the Administrator needs additional time to process a claim, the Claimant will be notified, within 45 days after the Administrator receives the claim, of those circumstances and of when the Administrator expects to make its decision but not beyond 75 days. If, prior to the end of the extension period, due to matters beyond the control of the Administrator, a decision cannot be rendered within that extension period, the period for making the determination may be extended for up to 105 days, provided that the Administrator notifies the Claimant of the circumstances requiring the extension and the date as of which the Administrator expects to render a decision. The extension notice will specifically explain the standards on which entitlement to a Disability Benefit is based, the

unresolved issues that prevent a decision on the claim and the additional information needed from the Claimant to resolve those issues, and the Claimant will be afforded at least 45 days within which to provide the specified information. In addition, for any notice of Adverse Determination regarding a Disability Claim, the notice of Adverse Determination will be provided in a culturally and linguistically appropriate manner in accordance with applicable Regulations or other authoritative guidance regarding such notices and also will include the following (in addition to the information in above):

- If the Adverse Determination on review is based on a medical necessity requirement, an experimental treatment exclusion or a similar restriction, either an explanation of the scientific or clinical judgment on which the determination was based, applying the terms of the Plan to the Claimant's medical circumstances, or a statement that an explanation will be provided without charge upon request.
- A discussion of the Plan Administrator's decision, including an explanation for disagreeing with or declining to follow:
- The views presented by the Claimant to the Plan Administrator of health care professionals treating the Claimant and vocational professionals who evaluated the Claimant;
- The views of medical or vocational experts whose advice was obtained on behalf of the Plan Administrator in connection with the Adverse Determination, without regard to whether the advice was relied upon in making the determination; or
- A Social Security Administration disability determination regarding the Claimant presented to the Plan Administrator by the Claimant; and
- Either the specific internal rules, guidelines, protocols, standards or other similar criteria of the Plan relied upon in making the Adverse Determination or, alternatively, a statement that such rules, guidelines, protocols, standards or other similar criteria do not exist.
- 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 claim.

Review of Disability Claims. A request for review of an initial Adverse Determination regarding a Disability Claim must be submitted in writing to the Reviewer no later than 180 days after the Claimant receives the notice of initial Adverse Determination.

In addition to providing the Claimant the right to review documents and submit comments as described in above, a review of a denial of a Disability Claim will meet the following requirements:

(A) The Administrator will provide a review that does not afford deference to the initial adverse benefit determination and that is conducted by an appropriate named fiduciary of the Plan who did not make the initial determination that is the subject of the appeal, nor is a subordinate of the individual who made the determination.

(B) The appropriate named fiduciary of the Plan will consult with a health care professional who has appropriate training and experience in the field of medicine involved in

the medical judgment before making a decision on review of any adverse initial determination based in whole or in part on a medical judgment. The professional engaged for purposes of a consultation in the preceding sentence will not be an individual who was consulted in connection with the initial determination that is the subject of the appeal or the subordinate of any such individual.

(C) The Administrator will identify to the Claimant the medical or vocational experts whose advice was obtained on behalf of the Administrator in connection with the review, without regard to whether the advice was relied upon in making the benefit review determination.

(D) The Administrator will allow a Claimant to review the claim file and to present evidence and testimony as part of its internal claims and appeals process and will comply with the following requirements:

(1) The Administrator will provide the Claimant, without charge, any new or additional evidence considered, relied upon, or generated by or on behalf of the Administrator in connection with the claim as soon as possible and sufficiently in advance of the date on which the notice of final Adverse Determination is required to be provided under these Claims Procedures (and applicable Regulations) to give the Claimant a reasonable opportunity to respond before that date; and

(2) Before the Administrator issues a final internal Adverse Determination based on a new or additional rationale, the Claimant will be provided, without charge, with the rationale for its decision as soon as possible and sufficiently in advance of the date on which the notice of final Adverse Determination is to be provided under these Claims Procedures (and applicable Regulations) to give the Claimant a reasonable opportunity to respond before that date

Deadline for Review Decisions for Disability Claims. For Disability Claims, the decision on review will be made within a reasonable time but not later than 45 days after the Reviewer receives a request for review, unless special circumstances require an extension of time for processing, in which case a decision will be rendered not later than 90 days after receipt of a request for review. A notice of such an extension will be provided to the Claimant within the initial 45 day period and will explain the special circumstances and provide an expected date of decision.

For Disability Claims, a Claimant is deemed to have exhausted the Plan's internal claims and appeals process if the Administrator does not strictly adhere to the applicable requirements of Department of Labor Regulations section 2560.503-1 unless the Administrator's failure to adhere to those requirements is a "de minimis violation" (as defined in the next paragraph). In such cases, if a court rejects the Claimant's request for immediate review on the basis that the Administrator met the standards for the de minimis violation exception described above, the claim shall be considered as re-filed on appeal upon the Administrator's receipt of the decision of the court. In such cases, within a reasonable time after the Administrator's receipt of the decision, the Plan shall provide the Claimant with notice of the resubmission.

For purposes of these Claims Procedures, the Administrator's failure to satisfy applicable claim procedure regulations is a "de minimis violation" if (i) the violation does not cause, and is not likely to

cause, prejudice or harm to the Claimant, (ii) the violation was for good cause or due to matters beyond the control of the Administrator, (iii) the violation occurred in the context of an ongoing, good faith exchange of information between the Administrator and the Claimant and (iv) the violation is not part of a pattern or practice of violations by the Administrator. If an issue arises regarding whether this de minimis violation exception applies, a Claimant may request a written explanation of the violation from the Administrator, and the Administrator will provide the explanation within 10 days, including a specific description of its reasons, if any, for asserting that the violation should not cause the internal claims and appeals process to be deemed exhausted

46. What are my rights under ERISA?

As a participant in the Plan you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all plan participants shall be entitled to:

- Examine, without charge, at the plan administrator's office and at other specified locations, such as worksites, all documents governing the plan, including insurance contracts 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 all plan documents, insurance contracts, copies of the latest annual report (Form 5500 series) and updated summary plan description. The 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 a statement telling you whether you have a right to receive a benefit at normal retirement age (age 65) and if so, what your benefit would be at normal retirement age if you stop working under the plan now. If you do not have a right to a benefit, the statement will tell you how many more years you have to work to get a right to a benefit. This statement must be requested in writing and is not required to be given more than once a year. The plan must provide the statement free of charge.

Prudent Action By Fiduciaries

In addition to creating rights for plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate your 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 or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a benefit is denied in whole or in part, you must receive a written explanation of the reason for the denial. You have the right to have the plan administrator review and reconsider your claim.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of the plan document or 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 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 provided you have complied with the Plan's claims and claims approval procedures (see question 45). 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 a 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 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.

Assistance with Your Questions

If you have any questions about your 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 area 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 rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

BASIC INFORMATION

- 1. Name of Plan:**
Weston Solutions, Inc. Retirement Savings and Employee Stock Ownership Plan

- 2. Name and address of the Plan Sponsor:**
Weston Solutions, Inc.
1400 Weston Way
West Chester, PA 19380-1499

- 3. Identification Numbers:**
Plan Sponsor: 23-1501990
Plan Number: 004

- 4. Participating Subsidiaries:**
None

- 5. Type of Plan:**
Defined Contribution Profit Sharing Plan with Qualified Cash or Deferred Arrangement (i.e., 401(k))

- 6. Name, address and principal place of business of the Trustee of the Plan:**
Vanguard Fiduciary Trust Company
P.O. Box 2900
Valley Forge, PA 19482

GreatBanc Trust Company
1301 W. 22nd Street
Suite 800
Oak Brook, IL 60523

- 7. Name, address and telephone number of the Plan Administrator:**
Weston Solutions, Inc.
Plan Administrator of the Weston Solutions, Inc. Retirement Savings and Employee Stock Ownership Plan

1400 Weston Way
West Chester, PA 19380-1499
Attention: Benefits Manager
Phone: 1-610-701-3007

8. Type of Administration:

Company administered plan with independent, corporate trustees

9. Name of person designated as Agent for Service of Legal Process and the address at which such Process may be served:

Corporate Secretary c/o Weston Solutions, Inc.
1400 Weston Way
West Chester, PA 19380-1499

Service of Legal Process may also be made upon the Plan Trustee or the Plan Administrator.

10. Initial Effective Date of the Plan:

April 4, 1984

11. Plan Year:

January 1 to December 31

12. No Contract of Employment. Nothing contained in the Plan shall be construed as a contract of employment between the Company and the employee, nor shall anything contained in the Plan give any employee any rights of continued employment with the Company or limit the right of the Company to discharge any employee with or without cause.

13. Statute of Limitations. Please note that no legal action may be commenced or maintained to recover benefits under the Plan more than twelve (12) months after the final review/appeal decision by the Plan Administrator has been rendered (or deemed rendered).