

**SUMMARY ANNUAL REPORT FOR
FCC (NORTH AMERICA), INC. HEALTH AND WELFARE PLAN**

This is a summary of the annual report of the FCC (North America), Inc. Health and Welfare Plan (Employer Identification Number 13-4227531, Plan Number 501) for the plan year 01/01/2019 through 12/31/2019. The annual report has been filed with the Employee Benefits Security Administration, as required under the Employee Retirement Income Security Act of 1974 (ERISA).

FCC North America, Inc. has committed itself to pay certain health, flexible spending account, and temporary disability claims incurred under the terms of the plan.

Insurance Information

The plan has insurance contracts with Magellan Behavioral Health, Metropolitan Life Insurance Company, Advance Medical, Inc., and Prudential Insurance Company of America to pay certain employee assistance program, dental, vision, life insurance, long-term disability, accidental death and dismemberment, and expert medical opinion claims incurred under the terms of the plan. The total premiums paid for the plan year ending 12/31/2019 were \$1,694,582.

Your Rights to Additional Information

You have the right to receive a copy of the full annual report, or any part thereof, on request. The items listed below are included in that report:

1. Insurance information, including sales commissions paid by insurance carriers.

To obtain a copy of the full annual report, or any part thereof, write or call Fcc North America, Inc., the plan administrator, at 555 Industrial Park Rd, Portland, IN 47371 and phone number, 260-726-8023.

You also have the legally protected right to examine the annual report at the main office of the plan: 555 Industrial Park Rd, Portland, IN 47371, and at the U.S. Department of Labor in Washington, D.C., or to obtain a copy from the U.S. Department of Labor upon payment of copying costs. Requests to the Department should be addressed to: Public Disclosure Room, Room N-1513, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue, N.W., Washington, D.C. 20210.