**Important Notice:**

**Change to our Matching Contribution for the TKO Motor Sales 401(k) Plan.**

With the COVID-19 impact to our business operations we wanted to make you aware of the difficult decision we’ve made regarding the matching contribution for the TKO Motor Sales 401(k) Plan.

**Starting on May 1, 2020 we will be suspending the matching contribution for the plan.**

Contributions made prior to **May 1, 2020** will be matched at our current rate of 100% of the first 8% contributed by you. However, contributions made after **May 1, 2020** will not be matched.

This was a difficult choice for us to make as we look for ways to balance your well-being while protecting our business during this uncertain time.

As the COVID-19 Virus and the disruption to our business is evolving each day we do not have a timeline for when our match may be reinstated to the plan, but it is our goal to reinstate the match when possible.

**Making changes to your current Contributions.**

If you would like to adjust your contributions to the plan we would ask that you make those changes through your online account at [www.principal.com](http://www.principal.com) or through Principal’s Participant Support line at 1-800-547-7754.

Our plan allows the flexibility of lowering or increasing your contribution rate on the next administratively available payroll date.

**Resources**

If you would like to consult with a representative of Principal before you decide on making a change to your contributions, Principal’s Phone Support Team is also available at 1-800-547-7754 for any questions you have on your account.

Sincerely,

TKO Motor Sales, Inc.

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