

McLANE COMPANY, INC. PROFIT SHARING PLAN AUTOMATIC ENROLLMENT NOTICE

This notice explains your auto enrollment rights under the McLane Company, Inc. Profit Sharing Plan ("Plan")

McLane Company (the "Company") makes saving for retirement under our 401(k) Plan even easier since the Plan has an automatic enrollment feature. This automatic enrollment feature won't change your contribution level if you have already elected the level of your contributions to the Plan or have elected not to contribute. Your earlier election will continue to be followed, and matching contributions will be made based on your contribution level. You can change your contribution level by making a new election by calling Merrill at 1-800-228-4015 or online at www.benefits.ml.com. It may take up to 2 payroll periods before your election is implemented. Matching contributions will then be based on your new contribution level.

Your contributions to the Plan are taken out of your pay and are not subject to federal income tax at this time (unless you elect to make Roth Contributions). They are contributed to your Plan account and can grow over time with earnings. Your account will be subject to federal income tax only when withdrawn (unless you elect to make Roth Contributions). If you make Roth Contributions and if certain requirements are met, any related earnings on the Roth contributions will not be subject to federal income tax when distributed from the Plan. These helpful tax rules are a reason to save for retirement through Plan contributions.

If you do not make any election when you first become eligible for the Plan, you will be automatically enrolled in the Plan. This means that amounts will be taken from your pay and contributed to the Plan. You become eligible to contribute to the Plan on the date you complete a 90-day period of service that begins on your hire date and ends 90 days later. These automatic contributions will be 3% of your eligible pay each pay period. If you are a rehired teammate who previously participated in the Plan, you are eligible to participate immediately upon rehire. You will be automatically enrolled in the Plan if you do not make an election within 30 days of rehire. This deduction will begin as soon as administratively feasible following 30 days from the date of your rehire.

The Company currently makes a discretionary matching contribution for participants who meet certain requirements. The amount of the match is discretionary and can vary from year to year.

The Company currently makes a matching contribution for participants who have met a year of service requirement and who remain employed. You earn a year of service by being continuously employed during the 12-month period that begins on your hire date and ends one year later. You will then be eligible for matching contributions on dollars that you contribute to the Plan for periods after you met the year of service requirement (provided that you remain continuously employed). If you terminate employment and then are rehired, you must earn a year of service after your rehire date in order to be eligible for matching contributions.

This notice gives you important information about some Plan rules, including the Plan's automatic enrollment feature and Company matching contributions. The notice covers these points:

- Whether the Plan's automatic enrollment feature applies to you.
- What amounts will be automatically taken from your pay and contributed to the Plan.
- What other amounts the Company will contribute to your Plan account.
- How you can change your contributions.
- How your Plan account will be invested.

1. Does the Plan's automatic enrollment feature apply to me?

The Plan's automatic enrollment feature will not apply to you if you already elected to make contributions to the Plan or to not contribute. If you made an election, your contribution level will not automatically change. But, you can change your contribution level by contacting Merrill at 1-800-228-4015 or www.benefits.ml.com.

If you have not elected a contribution level, you will be enrolled in the Plan after you complete a 90-day period of service that begins on your hire date and ends 90 days later. This means money will be automatically taken from your pay and contributed to your Plan account.

It may take up to 2 payroll periods after you become eligible for the automatic deductions to be implemented. If you do not want to be enrolled, contact Merrill at 1-800-228-4015 or www.benefits.ml.com.

2. If I do nothing, how much will be taken from my pay and contributed to the Plan?

If you do not affirmatively make an election before you first become eligible to participate in the Plan, 3% of your eligible pay for each pay period will be taken from your pay and contributed to the Plan. To learn more about the Plan's definition of eligible pay, you can review the Plan's SPD.

Contributions will be taken out of your pay if you do nothing, but you are in charge of the amount that you contribute. You may decide to do nothing and become automatically enrolled, or you may choose to contribute an amount that better meets your needs. For example, you may want to contribute enough to get the full amount of the Company's matching contributions. You can also elect to have your contributions automatically increase each year. You can change your contributions or opt out by contacting Merrill at 1-800-228-4015 or www.benefits.ml.com.

There are limits on the maximum amount that you may contribute. These limits are described in the Plan's SPD.

3. In addition to the contributions taken out of my pay, what amounts will the Company contribute to my Plan account?

Besides contributing the amounts taken from your pay, the Company may make matching contributions to your Plan account. If you are eligible, these matching contributions will be made if you are automatically enrolled or if you choose your own contribution level.

The Company currently makes a discretionary matching contribution for participants who meet certain requirements, as described above. The amount of the match is discretionary and can vary from year to year. For teammates with less than 7 years of service, the first 3% of pay that you contribute is eligible for the match. For teammates with 7 years of service and less than 15 years of service, the first 3.5% of pay is eligible for the match, and for teammates with 15 or more years of service up to 4% of pay is eligible for the match.

The amount of match you receive is dependent upon how much of your pay you contribute, how many years of service you have and what rate of match the Company sets for that year. To learn more about matching contributions, you can review the Plan's SPD.

4. How will my Plan account be invested?

The Plan lets you invest your account in a number of different investment funds. Unless you choose a different investment fund or funds, your Plan account will be invested in the GoalManager® Portfolio Rebalancing Service using a Moderate Portfolio Model. You will receive a notice which describes this "default" investment in more detail. You may also obtain more information about that fund by contacting Merrill at 1-800-228-4015 or www.benefits.ml.com.

5. Can I change the amount of my contributions?

You can change the amount you contribute to the Plan. If you know now that you do not want to contribute to the Plan (and you haven't already elected not to contribute), you will want to opt out of the Plan. That way you can avoid automatic contributions.

If you have any questions about how the Plan works, or if you would like a copy of the Plan's SPD or other Plan documents, you may contact your People Department or the McLane Benefits Department at 4747 McLane Parkway, Temple, TX 76504 or call (254) 771-7500.

This notice provides a brief summary of certain Plan provisions. This notice is not intended to

interpret or change the Plan in any way. The actual Plan document should be consulted with respect to the operation of the Plan. In the event of any discrepancy between this notice and the provisions of the Plan document, the Plan document will govern and be controlling. The Plan Committee will have discretionary authority to interpret the provisions of the Plan. The Plan Committee's interpretation of the Plan shall be binding on all parties.

6. Fees

The Merrill participant recordkeeping fee for the Plan is \$32 annually or \$8.00 per quarter. This fee is paid by the Plan. The Plan also has Qualified Domestic Relation Order services (QDRO), which includes the following fees:

- Qualification and Document Review \$275 per account
- Account Set Up \$325 per account
- Optional Earnings Calculation \$ 75 per account