

ANNUAL AUTOMATIC ENROLLMENT NOTICE INTERNATIONAL DAIRY QUEEN, INC. RETIREMENT SAVINGS PLAN

International Dairy Queen, Inc. Retirement Savings Plan (Employer) is continuing to make saving for retirement under the 401(k) Plan even easier by continuing to offer an automatic enrollment feature for the upcoming plan year.

Your paycheck contribution rate may be a result of either your affirmative election or being automatically enrolled at the default paycheck contribution election under the terms of the Plan. If you did not make a deferral election, you were automatically enrolled in the Plan starting with your first paycheck after the effective date of the automatic enrollment feature. These automatic contributions were set to 6% of your eligible pay each pay period as described in the initial notice sent after becoming eligible for the Plan. The Plan's automatic enrollment feature won't change your paycheck contribution if you already elected a contribution to the Plan or elected not to contribute. Your earlier election will continue to be followed.

You can change your paycheck contribution at any time by accessing the website at **empowermyretirement.com** or the Voice Response System at **888-411-4015**. Depending on when your paycheck contribution change is submitted, your requested change will be effective either with the next payroll or the subsequent payroll after the beginning of the plan year.

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

- Whether the Plan's automatic enrollment feature applies to you
- What amounts will be automatically deducted from your pay and contributed to your Plan account
- Whether the automatic contribution amount will change
- How much the Employer will contribute to your Plan account
- When your Plan account will be vested (that is, not lost when you leave your job), and when you can get your Plan account
- How you can opt out or change your contribution amount

You can find out more about the Plan in another document, the Plan's Summary Plan Description (SPD).

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

The Plan's automatic enrollment feature will apply to you if you have not already made an election pursuant to Plan procedures to make paycheck contributions to the Plan or to not contribute. If you made an election, your paycheck contribution will not automatically change. But, you can always change your paycheck contribution at any time by accessing **empowermyretirement.com** or calling the Voice Response System at **888-411-4015**.

If I do nothing, what will happen?

Contributions will be deducted from your pay if you do nothing. But you are in charge of the amount that you contribute. You may decide to do nothing or you may choose to contribute an amount that better meets your needs. You can change your paycheck contribution election by accessing **empowermyretirement.com** or calling the Voice Response System at **888-411-4015**.

If you want to contribute more to your account than would be provided automatically, there are limits on the maximum amount. These limits are described in the Plan's SPD.

The type of pay that may be deferred under the Plan is explained in the section of the Summary Plan Description that defines pay or compensation for purposes of the plan.

Does the automatic contribution amount change?

If you have not made a deferral election, your deferral election automatically increases by 1% each year until your deferral election reaches 10%. Once your automatic deferral election reaches 10%, it will stay at 10% for all subsequent years until you change it. You can opt out of automatic increases at any time by accessing **empowermyretirement.com** or calling the Voice Response System at **888-411-4015**.

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

The Employer will make a safe harbor matching contribution of 100% of your salary deferrals that do not exceed 2% of your compensation plus 50% of your salary deferrals on the next 4% of your compensation.

Special Note: You may be eligible to make payroll contributions to the plan as a "long-term part-time employee," which is a special status under the plan that allows you to participate if you work at least 500 hours but less than 1000 hours during three consecutive 12-month periods. Please note that under the terms of the plan "long-term part-time employees" may make payroll contributions but may not be eligible for the employer contributions described in this section. Please refer to the Plan's SPD or the Plan document posted online or contact your employer to obtain a copy.

Suspension of Safe Harbor Matching Contributions

The Employer retains the right to reduce or suspend the safe harbor matching contributions under the Plan. If the Employer chooses to do so, you will receive a supplemental notice explaining the reduction or suspension of the safe harbor matching at least 30 days before the change is effective. The Employer will contribute any safe harbor matching contributions you have earned up to that point. At this time, the Employer has no such intention to suspend or reduce the safe harbor matching contribution.

Please refer to the Contributions section of your Plan's SPD for additional information on the above contributions and any other employer contributions to your Plan account.

When will my Plan account be vested and available to me?

You will always be fully vested in your contributions to the Plan. You will also always be fully vested in the Employer contributions to your Plan account.

To be fully vested in Plan contributions means that the contributions (together with any investment gain or loss) will always belong to you, and you will not lose them when you leave your job.

Even if you are vested in your Plan account, there are limits on when you may withdraw your funds. These limits may be important to you in deciding how much, if any, to contribute to the Plan. In general, amounts accumulated in your account are available after you terminate employment with the Employer. Also, there is generally an extra 10% tax on distributions before age 59 1/2. Your beneficiary can get any vested amount remaining in your account when you die. You can get any amount remaining in your account at age 59 1/2.

You can also borrow certain amounts from your vested Plan account, and may be able to take out certain vested money if you have a hardship. Refer to the Plan's SPD for qualifying reasons and other requirements for hardship withdrawals.

You can learn more about available withdrawal and distribution options in the Plan's SPD. You can also learn more about the extra 10% tax in IRS Publication 575, Pension and Annuity Income.

Can I change the amount of my paycheck contribution election?

You can always change the amount you contribute to the Plan. If you know now that you do not want to continue to contribute to the Plan (and you haven't already elected not to contribute), you will want to elect zero paycheck contributions **for all available contribution sources**. That way, you avoid additional contributions.

If you have any questions about how the Plan works or your rights and obligations under the Plan, or if you would like a copy of the Plan's SPD or other Plan documents, please contact the Plan Administrator.

If you have any questions about changing your paycheck contribution election, please contact our Client Service Department at **888-411-4015**.