PLAN HIGHLIGHTS

These are the highlights of your plan. For additional information, read your Summary Plan Description or ask to see the plan document. If any information here conflicts with the terms of your plan, the plan language governs.

JOINING THE PLAN

Who is eligible to join the plan?

All employees may join the plan to make any employee contributions except:

- Non-resident aliens with no U.S. earned income
- Leased employees
- Bargaining unit Ees who have an active retirement plan through a CBA; Casual Drivers. See Plan Admin. for details of other elig group exclusions.

You need to be age 18 and work for at least 60 day(s) to elect any employee contributions.

All employees may join the plan to receive any employer contributions except:

- Non-resident aliens with no U.S. earned income
- Leased employees
- Independent contractors
- Bargaining unit Ees who have an active retirement plan through a CBA; Casual Drivers. See Plan Admin. for details of other elig group exclusions.

You need to be age 18 and work for at least 1 year(s) to receive any employer contributions.

When may I join the plan?

Employees eligible to make employee contributions may begin participating in the plan monthly. Employees eligible to receive any employer contributions may begin participating in the plan monthly.

MAKING CONTRIBUTIONS

What is my "pay" under the plan?

Your plan contains a definition of "pay" for calculating contribution amounts. Your plan may use different definitions of "pay" for other purposes. To learn more about what types of compensation are used by the plan, read your Summary Plan Description.

PLAN HIGHLIGHTS

How much may I contribute to the plan?

The contribution(s) that you may make to the plan are displayed below:

DEFERRED SALARY CONTRIBUTIONS

Through payroll deduction, you may make Deferred Salary contributions up to 100.00% of your pay. These contributions consist of pre-tax dollars and earnings on these contributions grow tax-deferred.

You may begin making contributions daily. You may increase or decrease the amount of your contributions daily. You may stop your contributions any time. If you elect the automatic deferral increase service, the amount you defer from your paycheck will be increased by an incremental amount on a periodic basis, until your plan's automatic deferral increase limit is reached.

The Internal Revenue Service (IRS) limits the total amount of pre-tax and Roth contributions you may make each calendar year. For 2019, this limit is $19,000.00. However, if you reach age 50 anytime during the calendar year or are over 50, you may make additional pre-tax and Roth contributions above and beyond normal plan and legal limits. For 2019, you can make up to $6,000.00 in additional contributions.

ROTH SALARY DEFERRAL CONTRIBUTIONS

Through payroll deduction, you may make Roth Salary Deferral contributions up to 100.00% of your pay. These Roth contributions are elective deferrals that you irrevocably elect to contribute to your Roth account on an after-tax basis. The earnings on these Roth contributions grow tax-deferred and such earnings may be distributed tax free if certain conditions are met.

You may begin making contributions daily. You may increase or decrease the amount of your contributions daily. You may stop your contributions any time. If you elect the automatic deferral increase service, the amount you defer from your paycheck will be increased by an incremental amount on a periodic basis, until your plan's automatic deferral increase limit is reached.

These contributions are also subject to the IRS limit on pre-tax and Roth contributions outlined above. However, if you reach age 50 anytime during the calendar year or are over 50, you may also make additional pre-tax and Roth contributions above and beyond normal plan and legal limits as outlined above.

Your plan limits the amount of before-tax and after-tax contributions you may make. The combined maximum cannot exceed 100.00% of the pay you receive each payroll period.

ROLLOVER CONTRIBUTIONS

You may be able to roll over your existing retirement savings into this plan. Consolidating your retirement savings can help you continue benefiting from tax-deferred growth - despite any disruptions that may occur during your working life. Maintaining one retirement account also makes it easy for you to track your retirement savings. Please note, any money you have accumulated in another qualified plan's Roth account may be rolled

over into this plan's Roth account. To learn more about making Rollover contributions to this plan, call 1-888-526-6905 and a Retirement Specialist will assist you.

Will the company contribute?

The company contribution(s) that you may receive are displayed below:

COMPANY MATCH CONTRIBUTIONS

Your company matches a portion of the pay you contribute as pre-tax contributions. Your Company Match contributions are calculated as follows:

Your Compensation	Match %
up to 1% of Compensation	50.00%
over 1% up to 2% of Compensation	50.00%
over 2% up to 3% of Compensation	50.00%
over 3% up to 4% of Compensation	50.00%
over 4% up to 5% of Compensation	50.00%
over 5% up to 6% of Compensation	50.00%

Your Company Match contributions may not exceed 3.00% of your pay. These contributions grow tax-deferred.

Your Company Match contributions will be calculated based on your pay each payroll period.

PRIOR PLAN MATCH CONTRIBUTIONS

Each year, your company may make Prior Plan Match contributions. These contributions will grow tax-deferred. Read your Summary Plan Description for more details.

MANAGING YOUR ACCOUNT

How will I know how much is in my account?

You will receive a personal statement periodically. You may also use your Personal Identification Number (PIN) to access your account by contacting our Participant Information Center at 1-800-743-5274 between 8:00 a.m. and 8:00 p.m. ET, Monday through Friday or accessing our participant website at www.retiresmart.com, 24 hours a day, 365 days a year. You can check your account balance, secure investment performance information, obtain loan information and apply for a loan, make investment changes, change your deferral percentage, or request additional information about the plan.

PLAN HIGHLIGHTS

How are my contributions invested?

You give investment directions for all of your account, choosing from the investment options your plan provides.

To make choosing your investment options easier, your contributions are placed in one or more groups as follows:

Employee – Deferred Salary, Prior Plan Match, Roth Salary Deferral

Employer – Company Match

Rollover – Rollover, Roth Unrelated Rollover

If you contact our Participant Information Center at 1-800-743-5274 or access our participant website at www.retiresmart.com, these group names are referenced.

You may change your investment choices daily. You may transfer your existing balance to other investment options daily subject to certain restrictions. If you do not make an investment selection, your contributions will be invested into a retirement date based investment option determined by your date of birth and a projected retirement age of 65.

CRST International, Inc. Profit Sharing 401(k) Plan is intended to constitute an ERISA §404(c) plan. This means that you "exercise control" over the investments in your account. From the investment options available under your plan, you can choose which investments to put your money in now and you can switch into different investments as your needs change. Complying with ERISA §404(c) may relieve plan fiduciaries of liability for any investment losses to your account that are the result of your investment choices.

As a plan participant, you are entitled to request certain information about your plan's investments, including: the annual operating expenses of each investment; financial statements, reports, or other materials relating to the plan's investments; a list of assets contained in each investment portfolio; the value of those assets and fund units or shares; and the past and current performance of each investment.

How does vesting (ownership) apply to my account?

Plans set a "vesting schedule" to determine what percentage of ownership you can apply to your account at specific points in time. You are always 100% vested in any Deferred Salary, Roth Salary Deferral contributions, plus earnings. Your plan's vesting schedule applies to the following contributions, plus earnings:

PLAN HIGHLIGHTS

Company Match

Yrs. of Service	Vested Pct.
0	0%
2	20%
3	40%
4	60%
5	80%
6	100%

Prior Plan Match

Yrs. of Service	Vested Pct.
0	0%
3	100%

- Your years of service for vesting purposes begin on your date of hire.

If you die, become disabled or reach normal retirement age, you will become 100% vested in all contributions your company makes to the plan, plus earnings.

TAKING A DISTRIBUTION

When may I withdraw money from the plan?

The plan is designed to help you save for retirement. So, the IRS has placed restrictions on when you may withdraw money from the plan. You may withdraw money from your account at:

Termination

- You may receive your vested account balance. Additional requirements may apply.

Normal Retirement

- Age 65

Disability Retirement

Disability is determined based on the Social Security definition of disability.

PLAN HIGHLIGHTS

Death

- Your account balance will be paid to your designated beneficiary

Your plan may allow withdrawals of certain contributions and earnings while you are employed. Your Summary Plan Description provides more details about distributions, including important tax information and information on the forms of benefit your plan offers.

Generally, Roth distributions, including any earnings, will not be taxable if you are at least 59 ½, deceased or disabled and your first designated Roth contribution was made at least five tax years earlier than the date of distribution.

May I take out loans from the plan?

You may borrow money from the plan by taking up to one loan. Your maximum loan balance may not exceed the lesser of: one half of your vested account balance or $50,000.00. You may not initiate a loan for less than $1,000.00. Your loan is secured by your remaining account balance.

You must repay all loans within 5 years. The interest rate on your loan will be the prime rate +1.00%. You pay back the principal and interest directly to your account through payroll deduction. If you don't repay your loan, the IRS considers the unpaid amount to be a taxable payment made to you.