Notice of Investment Returns & Fee Comparison

168313-01 M.E. Simpson Company, Inc. 401(k) Plan

www.retirementlink.jpmorgan.com

Your employer-sponsored retirement savings plan allows eligible employees to invest for their retirement. These plans can be valuable in helping participants reach their retirement savings goals. The goal is to build your account through additional contributions and investment returns in your plan. Fees and expenses related to your plan can affect the overall long-term value of your account. The investment options you choose also affect your account. It is important for you to have a clear understanding of the investment options available through your plan and the fees and expenses that are part of your plan.

This notice includes information to help you understand plan costs and compare your retirement plan's investment options. It was designed to meet the participant fee disclosure regulations of the United States Department of Labor (DOL).

For more information on the plan's investment options including investment objectives or goals, principal strategies and risks, portfolio turnover rate, current returns and expenses, please visit the Participant website listed above. This website also includes educational information and tools designed to help you with making investment decisions.

Additional information on the plan's investment options is also available on the Participant website which may include prospectuses or similar documents and fund reports to the extent applicable and fund share/unit valuations.

Paper copies of the investment related information available on the Participant website can be obtained at no cost by contacting J.P. Morgan Retirement Link at:

J.P. Morgan Retirement Link

P.O. Box 173764 Denver, CO 80217-3764

Participant Call Center: 1-855-576-7526

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SECTION	**Document Summary**
1	**Investment Rate of Return and Expense Information** - Shows investment return information for your plan's investment options. It shows past performance, investment management expenses and General Administrative Services Expenses.
2	**Other Investment-Related Fees, Expense Information and Transfer Restrictions** - Shows any fees and expenses that are in addition to the investment management expenses in Section 1. This section also shows any investment restrictions.
3	**Plan-Related Information** - Shows Plan-Related information and Participant Elected Services Expenses.

1 – Investment Rate of Return and Expense Information

Variable Rate of Return Investments Table

This table looks at the rates of return from investments that increase and decrease in value. The table shows how these investments have performed over time. You can compare each investment option to a benchmark. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information about an investment option’s principal risks is available on the Web site listed above.

Variable Return Investments Averaged Annualized Total Return as of 07/31/2018									
Investment Option	**Ticker**	**3 mos**	**YTD**	**1 year**	**3 year**	**5 year**	**Since Start Date/10yr**	**Start Date**	**Gross/Net Investment Expenses~**
Asset Allocation									
JPMorgan SmartRetirement Blend Inc R6[1]	JIYBX	1.45%	0.38%	4.21%	4.76%	4.96%	5.30% $53.00 per $1,000	07/02/2012	0.85%/0.29% $8.50 per $1,000 Gross
S&P Target Date Retirement Income TR USD**		1.67%	0.86%	4.21%	4.14%	4.39%	*	07/02/2012	
JPMorgan SmartRetirement Blend 2020 R6[1]	JSYRX	1.75%	0.71%	5.48%	5.83%	6.49%	7.37% $73.70 per $1,000	07/02/2012	0.67%/0.29% $6.70 per $1,000 Gross
S&P Target Date 2020 TR USD**		2.34%	1.62%	6.39%	6.06%	6.56%	*	07/02/2012	
JPMorgan SmartRetirement Blend 2025 R6[1]	JBYSX	2.11%	1.00%	6.52%	6.66%	7.30%	8.38% $83.80 per $1,000	07/02/2012	0.66%/0.29% $6.60 per $1,000 Gross
S&P Target Date 2025 TR USD**		2.62%	2.02%	7.56%	6.81%	7.21%	*	07/02/2012	
JPMorgan SmartRetirement Blend 2030 R6[1]	JRBYX	2.40%	1.44%	7.68%	7.45%	8.07%	9.30% $93.00 per $1,000	07/02/2012	0.65%/0.29% $6.50 per $1,000 Gross
S&P Target Date 2030 TR USD**		2.95%	2.44%	8.75%	7.53%	7.86%	*	07/02/2012	
JPMorgan SmartRetirement Blend 2035 R6[1]	JPYRX	2.68%	1.73%	8.55%	8.03%	8.60%	10.00% $100.00 per $1,000	07/02/2012	0.67%/0.29% $6.70 per $1,000 Gross
S&P Target Date 2035 TR USD**		3.20%	2.81%	9.83%	8.21%	8.46%	*	07/02/2012	
JPMorgan SmartRetirement Blend 2040 R6[1]	JOBYX	2.89%	2.07%	9.44%	8.62%	9.13%	10.51% $105.10 per $1,000	07/02/2012	0.66%/0.29% $6.60 per $1,000 Gross
S&P Target Date 2040 TR USD**		3.40%	3.08%	10.59%	8.68%	8.87%	*	07/02/2012	
JPMorgan SmartRetirement Blend 2045 R6[1]	JMYAX	2.94%	2.10%	9.58%	8.70%	9.16%	10.54% $105.40 per $1,000	07/02/2012	0.74%/0.29% $7.40 per $1,000 Gross
S&P Target Date 2045 TR USD**		3.44%	3.18%	10.95%	8.96%	9.14%	*	07/02/2012	
JPMorgan SmartRetirement Blend 2050 R6[1]	JNYAX	2.94%	2.14%	9.61%	8.71%	9.16%	10.55% $105.50 per $1,000	07/02/2012	0.78%/0.29% $7.80 per $1,000 Gross
S&P Target Date 2050 TR USD**		3.53%	3.29%	11.27%	9.20%	9.41%	*	07/02/2012	
JPMorgan SmartRetirement Blend 2055 R6[1]	JTYBX	2.97%	2.07%	9.49%	8.70%	9.09%	10.47% $104.70 per $1,000	07/02/2012	1.14%/0.29% $11.40 per $1,000 Gross

Investment Option	Ticker	3 mos	YTD	1 year	3 year	5 year	Since Start Date/10yr	Start Date	Gross/Net Investment Expenses~
S&P Target Date 2055 TR USD**		3.52%	3.32%	11.37%	9.32%	9.55%	*	07/02/2012	
JPMorgan SmartRetirement Blend 2060 R6[1]	JAAYX	3.06%	2.47%	9.84%	N/A	N/A	12.50% $125.00 per $1,000	08/31/2016	10.78%/0.29% $107.80 per $1,000 Gross
**		*	*	*	*	*	* *	08/31/2016	
International Funds									
American Funds EuroPacific Gr R6	RERGX	-1.01%	0.28%	7.08%	7.21%	7.90%	5.38% $53.80 per $1,000	04/16/1984	0.49%/0.49% $4.90 per $1,000 Gross
Morningstar Global Markets ex-US GR USD**		-1.84%	-1.14%	6.74%	7.74%	6.96%	4.49% $44.90 per $1,000	04/16/1984	
DFA Emerging Markets Core Equity I[1]	DFCEX	-5.78%	-5.45%	3.41%	8.96%	5.37%	4.11% $41.10 per $1,000	04/05/2005	0.53%/0.53% $5.30 per $1,000 Gross
Morningstar Emerging Markets GR USD**		-5.79%	-4.71%	4.96%	9.03%	5.77%	3.88% $38.80 per $1,000	04/05/2005	
DFA Large Cap International I[1]	DFALX	-0.35%	0.24%	7.14%	5.81%	5.88%	3.55% $35.50 per $1,000	07/17/1991	0.24%/0.24% $2.40 per $1,000 Gross
Morningstar Global Markets ex-US GR USD**		-1.84%	-1.14%	6.74%	7.74%	6.96%	4.49% $44.90 per $1,000	07/17/1991	
Specialty									
DFA Real Estate Securities I[1]	DFREX	9.07%	1.94%	3.83%	6.64%	8.44%	7.86% $78.60 per $1,000	01/05/1993	0.19%/0.18% $1.90 per $1,000 Gross
Morningstar US Real Estate Sector PR USD**		8.21%	0.70%	-0.04%	2.28%	4.13%	2.73% $27.30 per $1,000	01/05/1993	
Small Cap Funds									
DFA US Small Cap Value Fund[1]	DFSVX	8.07%	6.93%	15.97%	11.14%	9.59%	10.52% $105.20 per $1,000	03/02/1993	0.52%/0.52% $5.20 per $1,000 Gross
Morningstar US Small Value TR USD**		8.03%	3.36%	11.30%	10.55%	9.69%	11.72% $117.20 per $1,000	03/02/1993	
Fidelity Small Cap Index Premium[1]	FSSVX	8.70%	9.61%	18.85%	12.23%	11.53%	15.28% $152.80 per $1,000	09/08/2011	0.03%/0.03% $.25 per $1,000 Gross
Morningstar US Small Cap TR USD**		8.18%	6.98%	16.13%	11.12%	10.95%	14.76% $147.60 per $1,000	09/08/2011	

Investment Option	Ticker	3 mos	YTD	1 year	3 year	5 year	Since Start Date/10yr	Start Date	Gross/Net Investment Expenses~
Mid Cap Funds									
Fidelity Mid Cap Index Premium[1]	FSCKX	5.55%	4.85%	13.41%	10.16%	11.45%	14.67% $146.70 per $1,000	09/08/2011	0.03%/0.03% $.25 per $1,000 Gross
Morningstar US Mid Cap TR USD**		5.75%	5.61%	14.90%	10.94%	12.13%	15.23% $152.30 per $1,000	09/08/2011	
Large Cap Funds									
AB Large Cap Growth Z[1]	APGZX	7.77%	11.16%	22.82%	14.89%	17.29%	14.15% $141.50 per $1,000	06/30/2015	0.65%/0.63% $6.50 per $1,000 Gross
Morningstar US Large Growth TR USD**		7.69%	14.56%	25.15%	14.37%	16.89%	12.18% $121.80 per $1,000	06/30/2015	
Fidelity 500 Index Premium[1]	FUSVX	6.86%	6.44%	16.20%	12.48%	13.08%	10.63% $106.30 per $1,000	10/14/2005	0.02%/0.02% $.15 per $1,000 Gross
Morningstar US Large Cap TR USD**		7.13%	6.84%	16.80%	12.71%	13.27%	10.55% $105.50 per $1,000	10/14/2005	
J P Morgan Equity Income R6[1]	OIEJX	6.15%	3.75%	14.53%	11.19%	11.33%	10.96% $109.60 per $1,000	01/31/2012	0.50%/0.50% $5.00 per $1,000 Gross
Morningstar US Large Value TR USD**		5.43%	1.82%	11.77%	11.15%	9.99%	8.24% $82.40 per $1,000	01/31/2012	
Bond									
AB Global Bond Z[1]	ANAZX	0.09%	-0.41%	0.19%	2.86%	3.29%	4.52% $45.20 per $1,000	10/15/2013	0.52%/0.51% $5.20 per $1,000 Gross
Morningstar Global Markets ex-US Governm**		-0.22%	0.24%	1.17%	1.96%	3.45%	3.90% $39.00 per $1,000	10/15/2013	
BlackRock Total Return K[1]	MPHQX	0.38%	-1.60%	-0.68%	1.85%	3.19%	4.59% $45.90 per $1,000	12/07/2001	0.64%/0.63% $6.40 per $1,000 Gross
Morningstar US Core Bond TR USD**		0.71%	-1.64%	-0.86%	1.57%	2.34%	3.87% $38.70 per $1,000	12/07/2001	
PIMCO Income Instl[1]	PIMIX	0.55%	-0.16%	2.42%	5.34%	5.88%	9.39% $93.90 per $1,000	03/30/2007	0.74%/0.74% $7.40 per $1,000 Gross
Bloomberg Barclays US Universal TR USD**		0.61%	-1.47%	-0.56%	1.99%	2.60%	4.10% $41.00 per $1,000	03/30/2007	
Stable Value									
Reliance MetLife Series 25053 Cl 0[1]	N/A	0.72%	1.66%	2.76%	2.51%	2.48%	3.18% $31.80 per $1,000	07/30/1999	0.63%/0.63% $6.30 per $1,000 Gross

Investment Option	Ticker	3 mos	YTD	1 year	3 year	5 year	Since Start Date/10yr	Start Date	Gross/Net Investment Expenses~
Morningstar Cash TR USD**		0.46%	0.95%	1.41%	0.70%	0.43%	0.29% $2.90 per $1,000	07/30/1999	
Money Market									
JPMorgan US Government MMkt Instl[1]	IJGXX	0.42%	0.86%	1.25%	0.62%	0.37%	0.30% $3.00 per $1,000	02/22/2005	0.26%/0.21% $2.60 per $1,000 Gross
USTREAS Treasury Bill Auction Average 3 **		0.49%	1.05%	1.55%	0.80%	0.49%	0.33% $3.30 per $1,000	02/22/2005	

Please note that if an investment option has not been in existence for 10 years, a "Since Start/Inception Date" return will be displayed. If the investment option has been in existence for 10 years or more, a "10-Year" return will be displayed. Returns shown for the corresponding benchmark are for the same time period as the investment option.

1 Mutual Fund Option. The start/inception date is that of the fund's original share class. Performance returns for mutual fund options in your Plan offering a different share class with a more current start/inception date have been adjusted to reflect the fees and charges associated with the actual share class.

* Performance returns not available at time of production.

N/A - Performance returns are not applicable.

~ Gross Total Annual Operating Expenses are the gross fees potentially charged to the investment option and are displayed above in accordance with fee disclosure regulations. The Net Total Annual Operating Expenses, also displayed above as supplementary information, are the actual amounts charged by the investment option and may be different from the Gross Expenses due to certain fee waivers or additional expenses charged by other service providers. Expenses reduce the return of the investment option. Part of these fees may be shared with the plan's service providers to help pay for plan administration and/or recordkeeping fees. Part of these fees may be shared with the plan's service providers and, under an agreement with the applicable plan fiduciaries, may be used to help pay for plan administration and/or recordkeeping fees. The plan's fiduciaries may make changes to the plan's investments at any time subject to applicable notice requirements. Please see the participant website for more information.

** A benchmark index is not actively managed. It does not have a defined investment objective and does not incur fees or expenses. You cannot invest directly in a benchmark index.

General Administrative Services Expenses Table

This table shows expenses that pay for operating the Plan. These expenses are described below. Fees and expenses for general plan administrative services (for example, recordkeeping services and custodial services) may be charged to the Plan. These fees and expenses may be charged to your individual account if not paid by the Plan Sponsor and/or included in investment-related fees and expenses. How the expenses are charged to participant accounts will depend on the nature of the expense. For example, some fees may be charged as a fixed dollar amount per participant or as a percentage amount spread across the account balances. Blank fields in the table can be assumed to be not applicable or zero.

General Administrative Services Expenses as of 08/24/2018				
Fee Type	**Annual Amount**	**Quarterly Amount**	**Frequency**	**Description**
Administrative Basis Points Fee	0.13% $1.30 per $1,000	0.0325% $.33 per $1,000	Quarterly	This fee covers plan maintenance and administrative services. Deducted from participant accounts on a prorata basis.
Automated Third Party Payment	0.50% $5.00 per $1,000	0.125% $1.25 per $1,000	Quarterly	Automated Third Party Payment

Fees and expenses do add up and can substantially reduce the growth of your retirement savings. Fees and expenses are only two of many other factors to think about when you make investment decisions.

You can visit the Department of Labor website for an example showing the long-term effect of fees and expenses - http://www.dol.gov/ebsa/publications/401k_employee.html.

Visit your plan's website listed in the title for a glossary of investment terms relevant to the investment options under this plan. To request additional Plan information, or a paper copy of certain information available online, free of charge, contact a representative at Retirement Service Center, PO Box 173764, Denver, CO 80217-3764.

2 – Other Investment-Related Fees, Expense Information and Transfer Restrictions

Other Investment-Related Fees, Expense Information and Restrictions

This table looks at fees, expenses and transfer restrictions that are in addition to the Investment Expenses in Section 1. Fees and expenses are only one of many things to think about when deciding to invest. You may also want to think about whether an investment in a particular investment option, along with your other investments, will help you reach your financial goals.

Your plan does not contain any Other Investment Related Fees and Restrictions at this time.

NOTE: Information about the Plan's investment options, including fees, expenses and performance updates is available at your plan's Web site.

3 – Plan-Related Information

Plan-Related Information is an explanation of general plan information. It includes a description of non-investment management fees and expenses that may be charged to your account. This section also includes a list of the Participant Elected Services Expenses.

General Information

Non-Investment Management Fees and Expenses: Includes recordkeeping, accounting, legal or other administrative fees that may be charged to your account. The dollar amount actually charged to your account during the previous quarter for such administrative or individual expenses will be reported to you on your quarterly statement. If you have additional questions related to fees on your account, please contact the Voice Response System or your Plan Administrator.

Investment Instructions: Your plan lets you direct the investment of your account in the investment options listed in Section 1. You may make changes to your investment options via the plan’s Web site or by calling the Voice Response System.

Limitations on Investments: Limits on making changes to your investment choices may be imposed by the Plan Administrator or by a manager of an investment option. Any limits or restrictions made by a fund manager are described in the prospectus for the fund. They include restrictions intended to prevent “market timing” (i.e., rapid trading in and out of a fund). If these restrictions apply then they will be listed in Section 2. In addition to the limits and restrictions described in the prospectus, the Plan Administrator may have other restrictions on making changes to your investment choices. If the Plan Administrator has additional limits, they will be described in a separate document that will be provided to you by your Plan Administrator.

Voting, Tender, and Similar Rights: The appropriate Plan fiduciaries, or an individual or an institution designated by the Plan fiduciaries, will exercise any voting or other rights associated with ownership of the Designated Investment Alternatives offered in your Plan.

Participant Elected Services Expenses Table

This table shows expenses for optional services available through your plan. Certain fees may be charged to your individual account for optional services you use.

Participant Elected Services Expenses as of 08/24/2018

Service	Fee Amount	Frequency	Description
Loan Origination Fee	$100.00	Per Distribution	Fee for initiating a loan against your plan balance. This fee is deducted from the loan proceeds. If you initiate more than one loan, you will be assessed the fee for each new loan.
Qualified Domestic Relations Order Processing Services	$500.00	Per Occurrence	Per QDRO fee for processing. This includes QDRO reviews, calculations, and distributions.
Distribution Fee (non-periodic)	$15.00	Per Distribution	Fee for taking a withdrawal against your plan balance. This fee is deducted from the withdrawal proceeds. If you initiate more than one withdrawal you will be assessed the fee for each new withdrawal.
ACH Special Handling Charge	$15.00	Per Distribution	ACH Charge
EXPRESS Special Handling Charge	$25.00	Per Distribution	Express Delivery Charge

Service	Fee Amount	Frequency	Description
Periodic Payment Annual Fee	Between $2.50 and $6.25	Quarterly	This fee covers the annual maintenance of your existing systematic scheduled withdrawal. If you have more than one systematic withdrawal, you will be assessed the fee for each systematic withdrawal.
WIRE Special Handling Charge	$40.00	Per Distribution	Wire Charge

Administrative Expenses:
Certain expenses the plan may incur related to the cost of administering and servicing the plan, such as audit, legal, trustee, or advisor related expenses, may be paid from the plan's assets and deducted from your individual account on a pro-rata basis. Your quarterly statement will show any administrative fees deducted from your account.