

**GENESIS ALKALI SAVINGS INVESTMENT PLAN  
SAFE HARBOR MATCHING CONTRIBUTION NOTICE FOR  
PLAN YEAR BEGINNING JANUARY 1, 2019**

DATE: November 14, 2018

TO: Participants Eligible to Receive a Safe Harbor Matching Contribution

PLAN: Genesis Alkali, LLC Savings Investment Plan ("Plan")

PLAN YEAR: Beginning January 1, 2019 and ending December 31, 2019

Genesis Alkali ("Employer") has elected to make "Safe Harbor Matching Contributions" for eligible participants in accordance with statutory requirements. This notice describes all contributions available under the Plan, including the Safe Harbor Matching Contribution and how you become eligible for this contribution.

This notice, in conjunction with the Plan's Summary Plan Description, contains important information you will need. This notice provides a brief summary of certain Plan provisions. Certain terms that are defined in the Plan or in the Summary Plan Description are capitalized in this notice. If there are any inconsistencies between this notice and the Plan, the Plan document will control.

**Safe Harbor Matching Contribution Eligibility**

All Employees who are eligible to participate in the Plan will do so as soon as administratively feasible after submitting in good order a salary reduction agreement. For more information on eligibility and participation, please refer to the Summary Plan Description.

You will be entitled to receive the Safe Harbor Matching Contribution if you make Deferral Contributions (Pre-Tax Contributions and/or After-Tax Contributions) to the Plan. You will be eligible to begin to receive the Safe Harbor Matching Contribution on the last business day of the month after having submitted in good order a salary reduction agreement. Safe Harbor Matching Contributions are made as of the last business day of each calendar month. In order to receive a matching contribution for a given month, you must perform at least one Hour of Service during that respective month.

**Amount of Safe Harbor Matching Contributions**

The Employer will make a Safe Harbor Matching Contribution to your Account in the Plan in an amount equal to 100% of the first 5% of your eligible compensation that you contribute to the Plan each month. "Eligible Compensation" for computing the amount of your Deferral Contribution to the Plan and the amount of the Safe Harbor Matching Contribution is the total remuneration actually paid to you by the Employer, including sales commissions, bonuses, overtime, monthly draw, and shift differential, but excluding expense allowances, awards, rewards, ineligible bonuses, wellness incentives, tool allowances, lump sum vacation payments, any premium paid for employment outside the United States, noncash compensation, amounts realized from compensation paid in the form of stock or stock options, including amounts realized from the grant of stock, restricted stock, or stock options, as well as amounts realized from the sale, exchange, or other disposition of stock acquired with a stock option, and other forms of additional remuneration. Your Eligible Compensation is not reduced by salary reduction contributions you make to an Employer sponsored cafeteria plan, qualified transportation fringe benefit plan, or the Plan.

Eligible Compensation for your first year of eligible Plan participation will be measured for the portion of the initial Plan Year in which you are eligible. Eligible Compensation under the Plan is limited by the Internal Revenue Code to \$275,000 for 2019.

### Additional Contributions Available Under the Plan

In addition to the Safe Harbor Matching Contribution described above, the following types of contributions are available under the Plan.

Type of Contribution	Rate of Contribution	Contribution Eligibility Requirement(s)
Deferral Contributions	Determined by Participant, up to 85% of Eligible Compensation	Must complete salary reduction agreement
Profit Sharing (Discretionary)	Determined by the Employer (currently targeted at 5%)	Determined monthly, must perform at least one Hour of Service during respective month

### Vesting and Withdrawal of Contributions

Safe Harbor Matching Contributions will be vested and nonforfeitable immediately. They may only be withdrawn from your Account in the event of death, disability, retirement, termination of employment, or attainment of age 59 ½. The vesting schedule and withdrawal rules for other types of contributions are described below.

Type of Contribution	Vesting Schedule	Conditions for Withdrawal of Contribution
Deferral Contributions	Always 100% vested and nonforfeitable	Upon death, disability, retirement, attainment of age 59 1/2, termination of employment, financial hardship distribution
Profit Sharing (Discretionary)	If hired on or after 1/1/2013: 100% vested and nonforfeitable after 3 years of Vesting Service are accrued, 0% before 3 years of Vesting Service are accrued. If hired before 1/1/2013: 100% vested.	Upon death, disability, retirement, attainment of age 59 1/2, termination of employment

### Other Information

Your Employer must make the Safe Harbor Matching Contributions to your Account within the time limits prescribed by Federal law. The Safe Harbor Matching Contributions have been provided by the Plan since the Plan Year beginning January 1, 2012, and will continue in effect each Plan Year thereafter unless the Plan is amended to eliminate them or the Plan is terminated.

The Plan Administrator will provide you with a notice describing the Safe Harbor Matching Contribution and the eligibility requirements for receiving the Safe Harbor Matching Contribution for the Plan Year at least 30 days, but not more than 90 days, before the beginning of each Plan Year for which a Safe Harbor Matching Contribution is to be made or during the initial Plan Year you become eligible to participate in the Plan.

You can elect to contribute a percentage of your Eligible Compensation on a pre-tax or after-tax basis to the Plan by executing a salary reduction agreement with your Employer. Changes to your salary reduction agreements, including increases or decreases, suspension or a resumption after suspension, may be made at any time online at [www.401k.com](http://www.401k.com) or by contacting the Fidelity Investments Participant

Service Center at 1-800-890-4015. Eligible Compensation for computing salary deferral contributions means the total remuneration actually paid to you by the Employer, with various exclusions as described above. Your eligible compensation is not reduced by salary reduction contributions you made to an Employer sponsored cafeteria plan, qualified transportation fringe benefit plan or to the Plan.

The percentage of Eligible Compensation you can contribute is limited to the lesser of 85% of your Eligible Compensation or \$19,000, the annual IRS limit for the 2019 calendar year. If you are age 50 or older by the end of the 2019 calendar year, the annual IRS limit is increased by \$6,000. For 2019, no contributions may be made based on your Eligible Compensation exceeding \$280,000. The annual additions limit for 2019 is \$56,000. This is the maximum amount of Employer plus Employee contributions that may be made for the 2019 calendar year.

More information about the contributions made to the Plan is contained in the Summary Plan Description. You may also contact the Plan Administrator 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 Summary Plan Description or other plan documents. The Plan Administrator may be contacted at:

Genesis Alkali LLC  
1735 Market Street  
Philadelphia, PA 19103

The information contained herein has been provided by Genesis Alkali and is solely the responsibility of Genesis Alkali.