



Initial Electronic Delivery Disclosure about your Retirement Plan

Smyrna Ready Mix 401(k) Profit Sharing Plan and Trust

Dear Participant:

This disclosure is being provided to notify you that required plan documents, notices, and disclosures as required by the Department of Labor and Internal Revenue Service will be provided to you electronically in the future (to your email address on record).

Plan documents, notices, and disclosures are also made available to participants through the following locations:

- Smyrna Ready Mix Concrete Website: Visit <https://www.smyrnareadymix.com/>. Scroll to the bottom of the homepage and select the link titled "SRM 401(k) Retirement Plan Information".
- SRM360 Dayforce HUB: Log in to SRM360 Dayforce and navigate to Human Resources > Retirement Plan > Required Notices & Disclosures.

Please note, these documents are not required to be available on the website for more than one year, or, if later, after it is superseded by a subsequent version of the document.

You have the right to:

- Request a paper version of any posted plan document, notice or disclosure at no cost.
- Opt out of electronic delivery and receive only paper copies of required documents.

It is your responsibility to:

- Keep your mailing AND email address up to date in the payroll system through online self-service or by notifying your local HR rep.

If you would like to request a paper copy of a document or permanently opt out of electronic delivery, please send a written request to your SRM Plan Contact using the contact information below:

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