

**GH ENGINEERING, INC.**

**GH ENGINEERING, INC. 401(K) PROFIT SHARING PLAN  
SUMMARY OF MATERIAL MODIFICATIONS**

To: Participants of GH ENGINEERING, INC. 401(K)  
PROFIT SHARING PLAN  
From: GH ENGINEERING, INC.  
Date: 10/20/2011

This Amendment is a summary of recent changes to your Plan.

This Amendment incorporates required changes from the 2008 Cumulative List of Changes in Plan Qualification Requirements described in section 4 of Revenue Procedure 2005-66 as modified by Revenue Procedure 2007-44.

The Plan will permit Direct Rollovers of After-Tax Amounts into a 403(b) annuity contract beginning January 1, 2012.

The Plan will permit Participants to roll After-Tax Amounts into a 403(b) annuity contract beginning January 1, 2012.

The Plan will permit a Direct Rollover of a distribution to a Non-Spouse Beneficiary into an individual retirement account or annuity beginning January 1, 2012.

The Plan will permit a Qualified Disaster Assistance Recovery Distribution to be taken as a Hardship Distribution from the Plan beginning January 1, 2009.

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The 30 to 90-day period for providing notice of distribution options and required consents under the Plan is now extended to a 30 to 180-day period.

If the Plan permits hardship distributions, then the Plan will now permit hardship distributions for expenses related to a Primary Beneficiary.

The Plan now accepts repayments for amounts a Participant received as a Qualified Reservist Distribution.

The Plan now permits a Participant holding publicly traded employer securities in his account the right to sell such securities and reinvest an equivalent amount in other investment options.

The Plan is no longer required to calculate and include Gap Period Income in a corrective distribution.

The Plan now includes the Code section 414(d) definition of a Governmental Plan and provides that these plans are not subject to certain Non-Discrimination Requirements.

The Plan now provides that a Participant and a Participant's Spouse, be given information on any Qualified Optional Survivor Annuity when required under the Qualified Joint and Survivor Annuity provisions in the Plan.

The Plan now includes provisions for a Partial Plan Termination.

Please file this "Summary of Material Modifications" with your Summary Plan Description (the booklet that explains your Plan). If you would like to see the full text of the changes, you may inspect the Plan Document or receive a copy of the changes as explained in the "ERISA Rights" section of your Summary Plan Description.

Your plan has been amended effective this 1st day of January, 2012.

If you have any questions on this Summary or the amendments to your Plan, contact your Plan Administrator:

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