



Schwab Bank Savings Participant Disclosure

Attachment A

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Integrated Stair Systems 401(k) Plan

Introduction

The Schwab Bank Savings feature (“SBS”) provides [Integrated Stair] (“Plan”) you as a Plan participant with the ability to deposit all or a portion of the funds in your Plan account into a money market deposit account (“MMDA”), a type of savings deposit, at Charles Schwab Trust Bank, a Nevada savings bank (“Trust Bank”). The MMDA is established in the name of the Plan (“Plan MMDA”) at Trust Bank by Trust Bank in its capacity as directed trustee or custodian for the Plan. Your beneficial interest in the Plan MMDA will be tracked and maintained by your Plan’s recordkeeper.

Funds from your Plan account that are deposited in the Plan MMDA at Trust Bank are eligible for Federal Deposit Insurance Corporation (“FDIC”) insurance up to \$250,000, subject to FDIC rules concerning aggregation of other deposit accounts you may have with Trust Bank. For purposes of the FDIC’s \$250,000 coverage limit, your funds, if any, in deposit accounts (including certificates of deposit) at Trust Bank held through certain other self-directed retirement plan accounts and individual retirement accounts (“IRAs”) will be aggregated with funds from your Plan account deposited in the Plan MMDA at Trust Bank. You should read with care the section headed “FDIC Insurance.” You are responsible for monitoring your deposits with Trust Bank in order to determine the extent of FDIC coverage available to you.

SBS is a capital preservation feature. Funds in SBS will not lose value unless (i) Trust Bank fails and (ii) the funds you maintain in the Plan MMDA at Trust Bank and other deposits you maintain at Trust Bank in the same capacity, when aggregated, exceed the FDIC coverage limit.

While other investment options available under your Plan may not offer capital preservation, they may provide you with the opportunity to earn a greater return than the return earned on the Plan MMDA at Trust Bank. You should consider all investment options available for your Plan account.

The Plan MMDA is a direct obligation of Trust Bank and is not an obligation of your Plan or Plan sponsor (“Plan Sponsor,” “we” or “us”).¹ Publicly available financial information about Trust Bank is available to you upon request. We do not guarantee in any way the financial condition of Trust Bank or the accuracy of any publicly available financial information concerning Trust Bank.

A “Business Day” means any day on which both Trust Bank and the New York Stock Exchange are open for business.

How the Schwab Bank Savings Feature Works

On any Business Day, you may request a deposit of funds from your Plan account into the Plan MMDA at Trust Bank or a withdrawal of funds from the Plan MMDA by providing us with deposit or withdrawal instructions, as applicable, in accordance with the terms of your Plan and prior to the Plan’s established cut off times. For information about the Plan’s cut off time for processing participant deposit or withdrawal instructions, please

¹ We may appoint a third party to act on our behalf in maintaining records related to, and providing deposit and withdrawal instructions with respect to, the Plan MMDA. References to the “Plan Sponsor,” “we” or “us” include any third parties acting on our behalf in connection with SBS.



call (877-895-5146). A duly authorized investment advisor or manager acting on your behalf or on behalf of the Plan under the Plan's investment provisions may also provide us with deposit or withdrawal instructions.

If deposit instructions are communicated to the Plan's recordkeeper in accordance with its established cut off time and the Recordkeeper provides your deposit instructions to Trust Bank in a timely manner, your deposit will be made on the next Business Day. If the Recordkeeper does not provide your deposit instructions timely to Trust Bank, your deposit will be made on the second Business Day following receipt of the instructions. If you have any questions concerning the Recordkeeper's cut off times for deposit instructions, please call (877-895-5146). Deposits will be made by Trust Bank, who will act as your agent with respect to SBS.

Similarly, you may request a withdrawal from the Plan MMDA on any Business Day by providing us with withdrawal instructions in accordance with the terms of your Plan and prior to the Plan's established cut off time. If the Recordkeeper provides your withdrawal instructions to Trust Bank in a timely manner, your withdrawal will be made on the next Business Day. If the Recordkeeper does not provide your withdrawal instructions timely to Trust Bank, your withdrawal will be made on the second Business Day following receipt of the instructions. Withdrawals will be made by Trust Bank, who will act as your agent with respect to SBS.

Federal banking regulations require Trust Bank to reserve the right to require seven business days' prior written notice before funding a withdrawal. Although Trust Bank has indicated that it has no current intention of exercising that right, it may choose to do so in the future.

Interest

Trust Bank will establish the interest rate for the Plan MMDA prior to the last Business Day of each calendar month. The interest rate will be effective from the day following the last Business Day of the month until the last Business Day of the following calendar month. Current interest rates are posted on your retirement account website. On the last Business Day of the month, the interest rate for the following period will be posted on your retirement account website or as soon as administratively practicable following the determination of the new rate.

Upon prior notice to us, Trust Bank may change any or all of the following: (i) the day on which it establishes the current interest rate, (ii) the time at which it makes the rate available, and (iii) the time period during which the interest rate is fixed. We assume the responsibility to inform you of any of the foregoing changes that are communicated to us by Trust Bank.

Interest on funds deposited in the Plan MMDA will accrue from the day funds are deposited in the MMDA, up to, but not including, the day funds are withdrawn. Interest will compound daily and be credited to your balance in SBS monthly, on the last business day of each month. If you instruct the withdrawal in full of your balance in the Plan MMDA at any point in the month before accrued interest has been credited and your Plan account is still open, the payment of all accrued interest up to, but not including, the day of withdrawal, will be deposited in your Plan account on or before the interest payment date. If you no longer have a Plan account, accrued interest may either be paid to you pursuant to instructions that you provide to us, reallocated and credited to the SBS balances of other Plan participants, or otherwise utilized by the Plan in accordance with its policies regarding the payment of interest after the closure of a Plan account. We will provide you with a copy of these policies upon request.



The interest rate on the Plan MMDA may be higher or lower than the interest rates or yields available to on other investments available to you through the Plan.

Statements

Your Plan account statement will reflect your balance in the Plan MMDA at Trust Bank.

Trust Bank is not responsible for the accuracy of your Plan account statements.

At any time, you may obtain information about your Plan account balance, including your MMDA balance and current interest rate, by logging on to your retirement account website or by phone at [877-895-5144].

Relationship with Trust Bank

Trust Bank is the depository institution at which the Plan MMDA is established. Trust Bank, as directed trustee or custodian for your Plan, acts as your agent in establishing the Plan MMDA at Trust Bank, and depositing funds into, and withdrawing funds from, the Plan MMDA.

Your beneficial ownership of the funds deposited in the Plan MMDA will be evidenced by a book entry on records we maintain for you and other participants in your Plan. No evidence of ownership, such as a passbook or certificate, will be issued. Your Plan account statements will evidence your SBS balance, and you should retain the Plan account statements for your records. Your deposits in the Plan MMDA will be eligible for FDIC insurance based upon the dollar amount of your beneficial interest in the Plan MMDA as reflected in our records.

All transactions in the Plan MMDA will be directed by us, pursuant to instructions provided by you or other authorized parties. All information concerning your SBS balance can only be obtained from us. Trust Bank has no obligation to accept instructions directly from you with respect to SBS or the Plan MMDA, or to provide you with information concerning the Plan MMDA.

Trust Bank may, in its sole discretion, change the conditions of, or terminate, SBS at any time upon notice to us. We will provide you with notice of such changes or termination. If SBS is terminated, your balance in the Plan MMDA will be withdrawn and re-invested as directed under the Plan's investment or default provisions.

Trust Bank and its affiliates will receive certain benefits in connection with SBS as further described below.

Potential Benefits to Trust Bank and Conflicts of Interest

Trust Bank intends to use the cash balances in the MMDA to fund current and new lending activities and investments. The profitability on such loans and investments is generally measured by the difference, or "spread," between the interest rate paid on the MMDA and other costs of maintaining the MMDA, and the interest rate and other income earned by Trust Bank on the loans and investments made with the funds in the MMDA. The income that Trust Bank will have the opportunity to earn through its lending and investing activities is expected to be greater than the fees earned by Trust Bank and its affiliates from managing and distributing money market funds, collective trust funds, or other stable value investment options.



Charles Schwab Trust Bank, in its corporate capacity and not as directed trustee or custodian of the Participant's Plan's assets, has the discretion to determine the interest rate for the MMDA. The Plan sponsor has the fiduciary obligation to determine that the interest rate on the MMDA is reasonable and that the use of SBS is both prudent and proper in light of other options available.

Trust Bank, as directed trustee or custodian of the Participant's Plan's assets, Trust Bank, in its corporate capacity, Charles Schwab & Co., Inc., a broker-dealer affiliate of Schwab Trust Bank, and other affiliates of these entities may receive direct and indirect remuneration in connection with services provided to your Plan.

FDIC Insurance

General Information. Your SBS deposits in the Plan MMDA at Trust Bank (including principal and accrued interest) are insured by the FDIC, an independent agency of the U.S. Government, up to \$250,000 when aggregated with all other deposits you hold in the same insurable capacity at Trust Bank. Your funds become eligible for deposit insurance immediately upon placement into the Plan MMDA at Trust Bank. Generally, any accounts or deposits that you may maintain directly with Trust Bank, or through any other intermediary, in the same insurable capacity as your Plan MMDA deposits would be aggregated with your Plan MMDA deposits for purposes of applying the \$250,000 federal deposit insurance limit. Under FDIC regulations, an individual's interest in the deposits held at a bank through the following types of retirement plans and accounts will be aggregated for purposes of applying the \$250,000 deposit insurance limit:

- All types of IRAs;
- All Section 457 deferred compensation plan accounts (such as eligible deferred compensation plans provided by state and local governments regardless of whether they are self-directed);
- Self-directed defined contribution plan accounts (such as self-directed 401(k) plans, self-directed SIMPLE plans held in the form of 401(k) plans, self-directed defined contribution money purchase plans and self-directed defined contribution profit-sharing plans); and
- Self-directed Keogh plan accounts designed for self-employed individuals.

You are responsible for monitoring the total amount of deposits that you hold with Trust Bank in order to determine the extent of deposit insurance coverage available to you on your deposits, including your SBS deposits. Neither we nor Trust Bank are responsible for monitoring your SBS deposits or any other deposits held at Trust Bank.

In the event Trust Bank fails, your deposits in the Plan MMDA at Trust Bank are insured, up to \$250,000 for principal and interest accrued to the day Trust Bank is closed, based upon records maintained by us, subject to the aggregation rules described above.

In the event that federal deposit insurance payments become necessary, payments of principal plus unpaid and accrued interest will be made to the Plan and such payments will be reflected in your Plan account maintained by us. There is no specific time period during which the FDIC must make insurance payments available, and the Plan is under no obligation to credit your Plan account with funds in advance of payments received from the FDIC. Furthermore, you may be required to provide certain documentation to the FDIC before insurance payments are made.



TRUST BANK

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Questions About FDIC Deposit Insurance Coverage. If you have questions about basic FDIC insurance coverage, you may wish to seek advice from your own attorney concerning the FDIC insurance coverage of your deposits. You may also obtain information by contacting the FDIC, Deposit Insurance Outreach, Division of Supervision and Consumer Affairs, by letter (550 17th Street, N.W., Washington, D.C. 20429), by phone (877-275-3342 or 800-925-4618 (TDD)), by visiting the FDIC website at www.fdic.gov/deposit/index.html, or by e-mail using the FDIC's On-line Customer Assistance Form available on its website.