

Summary Plan Description
of the
MEIJER
OMP PENSION PLAN

2023

OMP Team Members
(Other than Hourly-Paid OMP Team
Members Working in Kentucky)

TO OUR TEAM MEMBERS

Meijer, Meijer Stores Limited Partnership and Meijer Great Lakes Limited Partnership (together called “Meijer”) maintain the **Meijer OMP Pension Plan** so that you and other team members may receive retirement benefits. The benefits provided under the Plan are in addition to benefits under a Meijer 401(k) Retirement Plan.

This document is called a “Summary Plan Description.” Its purpose is to explain your rights under the Plan. It will answer many questions regarding your retirement benefits.

The summary is based upon the terms of the Plan that were in effect as of January 1, 2023. If you terminated employment with Meijer before January 1, 2023, your benefits are generally based upon the Plan provisions in effect when you terminated employment with Meijer.

This Summary Plan Description only applies to OMP team members (other than hourly-paid OMP team members in Kentucky). You are an OMP team member if your job classification is “office, management or professional.” Separate Summary Plan Descriptions have been prepared for other team members who participate in the Plan.

The Summary Plan Description applies to both “grandfathered” and “nongrandfathered” OMP team members. The terms “grandfathered” and “nongrandfathered” are defined on page 2 of the Summary Plan Description.

The primary difference between the two groups of team members is that “grandfathered” team members could earn their Meijer retirement benefit in a Meijer Pension Plan through February 28, 2019, while “nongrandfathered” team members could earn their Meijer retirement benefit in a Meijer Pension Plan through December 31, 2011. Both “grandfathered” team members and “nongrandfathered” team members earn their Meijer retirement benefit in a Meijer 401(k) Plan after they have stopped earning benefits in a Meijer Pension Plan. The Summary Plan Description provides specific information about the different provisions under the Plan that apply to “grandfathered” and “nongrandfathered” team members.

The Summary Plan Description has been prepared as accurately as possible. It outlines the Plan, which is a complex and technical legal document. In the event of any difference between the Summary Plan Description and the Plan, the terms of the Plan will control.

BENEFITS AT A GLANCE

This page provides a simplified overview of the basic requirements for various types of pension benefits for participants covered by this Summary Plan Description. You should review the Summary Plan Description for more detailed information.

Type of Pension	You are Eligible to Receive the Pension	How Much the Monthly Pension Benefit Will Be
Normal Retirement Benefit	If you terminate employment with Meijer after you: <ul style="list-style-type: none"> • are at least age 65; and either • have worked for Meijer for five continuous years; or • have been a participant in the Plan for at least five years. 	The largest amount determined under the alternative benefit formulas that apply to you.
Early Retirement Benefit	If you terminate employment with Meijer after you: <ul style="list-style-type: none"> • are at least age 55 but less than age 65; and • have at least ten years of vested service. 	Normal pension amount minus ½ of 1% for each month between age 60 and 65 your pension will be paid, and ¼ of 1% for each month before age 60 your pension will be paid.*
Deferred Vested Benefit	If you terminate employment with Meijer after at least five years of vested service, but before qualifying for any other benefit from the Plan. This benefit is generally not payable until you: <ul style="list-style-type: none"> • are at least 55 and have at least 10 years of vested service; or • are at least age 65 and have at least five years of vested service. 	Normal pension amount minus ½ of 1% for each month between age 60 and 65 your pension will be paid, and ¼ of 1% for each month before age 60 your pension will be paid.*
Disability Retirement Benefit	If you: <ul style="list-style-type: none"> • terminate employment with Meijer because of your total and permanent disability; and • have at least 10 years of vested service or 10 years of benefit service; and • are at least age 40 when your benefit payments begin. 	Normal pension amount (as of the date you terminate employment because you are totally and permanently disabled).
Pre-Retirement Death Benefits	See pages 16-17 of this Summary Plan Description for requirements.	

* The reduction is ½ of 1% for each month your pension begins before age 60 if you were born before January 1, 1962, you had at least five years of vested service as of December 31, 1996, and you were working as an OMP team member as of December 31, 1996. See the “YOUR PENSION BENEFIT IF YOU RETIRE EARLY” section for details.

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OVERVIEW OF THE PLAN

The Plan is called a “defined benefit” pension plan. A pension plan allows you to earn a monthly retirement benefit while you work for Meijer. How much of this benefit you will actually receive depends on why and when you leave Meijer.

If you are eligible for a pension benefit when you leave Meijer, the amount you will receive is based on your years of service with Meijer and the benefit formula that applies to you. You will receive your pension benefit in one of the forms of payment discussed in the “FORM OF PAYMENT OF PENSION BENEFITS” section.

Meijer makes contributions to the Plan to pay the benefits that you and other participants have earned. The amount of the contributions is based upon information provided to Meijer by an independent actuarial firm. You will not be taxed on Meijer’s contributions until the amounts are actually distributed to you in the form of a pension benefit.

Meijer’s contributions are held in a trust by the trustee. The amounts in the trust are invested by the trustee and other investment managers. The funds in the trust may not be seized by Meijer’s creditors or any of your creditors.

Alight Solutions (“Alight”) is the recordkeeper for the Plan and provides various administrative services. To apply for benefits under the Plan, use the Plan website at <https://digital.alight.com/meijer> or contact the Meijer Rewards Service Center at 1-866-681-6116.

All correspondence regarding the Plan is sent to your address on file at the Meijer Rewards Service Center. So, if you move and change your address, it is very important that you provide the new address:

- ***If you are employed by Meijer, you should change your address on Workday.***
- ***If you are no longer employed by Meijer, you should change your address on the Plan website or by calling the Meijer Rewards Service Center.***

Further, as previously indicated, you have access to your account through the Plan website or by calling the Meijer Rewards Service Center. Your password is used to gain access.

Because the use of your password is your signature for all Plan-related transactions, you should keep your password confidential. If you change or reset your password, you should verify that your address on file at the Meijer Rewards Service Center is current so that any confirmation of the change is mailed to the current address.

THE IMPACT OF BEING A “GRANDFATHERED” OR “NONGRANDFATHERED” TEAM MEMBER

It is important to know whether you are a “grandfathered” team member or a “nongrandfathered” team member. Here is the difference that it makes in your retirement benefits:

- A “grandfathered” team member’s benefits under the Plan were “frozen” on February 28, 2019. This means that a “grandfathered” team member’s benefits under the Plan will not increase after that date. Instead of additional benefits under the Plan, “grandfathered” team

members may be eligible to receive Meijer contributions under a Meijer 401(k) Retirement Plan beginning March 1, 2019.

- A “nongrandfathered” team member’s benefits under the Plan were “frozen” as of December 31, 2011. This means that a “nongrandfathered” team member’s benefits under the Plan will not increase after that date. (However, a “nongrandfathered” team member can earn additional vested service so that the team member can become vested in benefits earned as of December 31, 2011.) Instead of additional benefits under the Plan, “nongrandfathered” team members may be eligible to receive Meijer contributions under a Meijer 401(k) Retirement Plan beginning in 2012.

The next two sections describe the requirements to be a “grandfathered” team member and “nongrandfathered” team member.

DEFINITION OF “GRANDFATHERED” TEAM MEMBER

You are a “grandfathered” team member if you satisfy all of the following requirements:

- You were employed by Meijer on December 31, 2011.
- As of December 31, 2011, you satisfied at least one of the following:
 - You were age 40 or older and had ten or more years of vested service under a Meijer Pension Plan; or
 - You had 20 or more years of vested service under a Meijer Pension Plan, regardless of your age.
- You have not terminated employment with Meijer after December 31, 2011.

You may contact the Meijer Rewards Service Center if you have any questions regarding whether you are a “grandfathered” team member.

DEFINITION OF “NONGRANDFATHERED” TEAM MEMBER

You are a “nongrandfathered” team member if any of the following apply to you:

- You were employed by Meijer on December 31, 2011, but you failed to satisfy the requirements described above to be “grandfathered.”
- You were a “grandfathered” team member as of December 31, 2011, but you terminated employment with Meijer after December 31, 2011.
- You were hired or rehired by Meijer after December 31, 2011.

You may contact the Meijer Rewards Service Center if you have any questions regarding whether you are a “nongrandfathered” team member.

HOW TO BECOME A PARTICIPANT IN THE PLAN

Eligible Job Classifications

You are eligible to participate in the Plan if you are a Meijer team member working in one of the following job classifications:

- OMP team member, including a salaried team member in Wisconsin and a team member classified as a “college intern”;
- Hourly-paid team member working at stores located in Indiana, Illinois or Wisconsin;
- Team member working in C-Stop stores; or
- Hourly-paid food, property management and services, or general merchandise team member working at Store #33.

Note: This Summary Plan Description only applies to OMP team members (other than hourly-paid OMP team members working in Kentucky). There are separate Summary Plan Descriptions for other team members who participate in the Plan.

Ineligible Job Classifications

The following team members are not eligible to participate in the Plan:

- Any team member who is eligible to participate in the Meijer Hourly Pension Plan (“Hourly Pension Plan”);
- Any hourly-paid team member working at Store #211 or the Fresh Assembly unit in Lansing, Michigan, other than an OMP hourly team member; and
- Any other team member whose wages and fringe benefits are established by a collective bargaining agreement.

Date of Participation – Before January 1, 2012

For the period before January 1, 2012, you became a participant in the Plan on the first February 1 or August 1 after you satisfied the following requirements:

- You worked in a job classification that is eligible to participate in the Plan;
- You were at least age 21; and
- You completed a “year of employment” with Meijer.

A “year of employment” is the 12-consecutive-month period beginning on your hire date. But if you did not have at least 1,000 hours of service during that period, a year of employment is the first full calendar year during which you had at least 1,000 hours of service. You received credit for a “year of employment” at the end of the applicable 12-month period.

Date of Participation – After December 31, 2011

If you worked in an eligible job classification but were not a participant in the Plan as of December 31, 2011, you are generally ineligible to participate. There is only one exception.

You were eligible to become a participant after December 31, 2011 and before March 1, 2019 only if you satisfied two requirements:

- You were a “grandfathered” participant in the Hourly Pension Plan; and
- You transferred from an ineligible job classification to an eligible job classification no later than December 31, 2018.

If you satisfied these requirements, you became a participant on the first day of the calendar year after the transfer. Because benefits for “grandfathered” team members were frozen as of February 28, 2019, the last date for a transferred “grandfathered” team member to join the Plan was January 1, 2019.

HOURS OF SERVICE

“Hours of service” are the hours of employment with Meijer which are used to determine your eligibility to participate in the Plan, your vesting, and the amount of your benefits under the Plan.

An hour of service includes:

- Each hour for which you work and are paid. Any hours of service for which you are paid overtime will be credited based upon the actual hours worked and not the hours paid.
- Each hour for which you are not working but are paid, directly or indirectly, for the following:
 - Vacations, holidays, bereavement leave, supplemental paid days, jury duty or similar reasons.
 - Leaves of absence for non-work related sickness and accident.
- Each hour for which you receive back pay.
- Each hour for which you are given credit for an authorized leave of absence for work-related disability, provided you are not eligible to receive a disability benefit under the Plan and you return to work with Meijer at the end of the leave of absence. Credit will be given for up to a maximum of one year for a single period of disability. If you receive credit for a year of service under this provision, you must return to work for at least four consecutive weeks for a new leave of absence to be considered a new period of disability.
- Each hour for which you are given credit for military service under federal law, provided you return to work with Meijer in the time your rehire rights are protected under federal law.

- Each hour you would have received weekly indemnity benefits because you were absent from work for accidental injuries, but were ineligible because your injuries occurred in an automobile accident. This provision is effective as of February 1, 1989, and applies only if you notify the plan administrator of the accident. **Note:** This provision applies to you only if you are a team member living in Michigan.
- If you receive a normal retirement benefit, early retirement benefit, or disability retirement benefit, each hour for which you receive payment immediately before or after your termination of employment for accrued vacation, holidays, personal days or similar reasons.

Hours of service are credited to the calendar year in which you are paid for the hours. Here is a schedule which lists, for several recent calendar years, the last day during the calendar year for which payment is made during that calendar year:

<u>Calendar Year</u>	<u>Last Day of Calendar Year for Which Payment is Made During that Calendar Year</u>
2015	December 19, 2015
2016	December 24, 2016
2017	December 23, 2017
2018	December 22, 2018
2019	December 21, 2019
2020	December 19, 2020

Hours worked after that date are credited to the next calendar year because you are paid for the hours during the next calendar year. But back pay is credited to the calendar year to which it relates.

If you became a Meijer team member immediately after you worked at Meijer as an employee of a leasing organization (such as Manpower), you received hours of service for the time you worked at Meijer while employed by the leasing organization. However, hours of service before becoming a Meijer team member are used only to determine a “year of employment” for participation and years of vested service.

VESTED SERVICE

Why Vested Service is Important

“Vested service” is employment with Meijer which determines whether you are eligible to receive a pension benefit. If you are eligible to receive a benefit, the term “vested” means that you will receive your pension benefit no matter when or why you stop working for Meijer.

You need at least five years of vested service to be eligible for a pension benefit from the Plan. (**Note:** If you did not work for Meijer after December 31, 1988, you were required to have ten years of vested service to be eligible for a pension benefit.)

Your years of vested service are also relevant to when you may begin to receive your pension benefits. If you have at least five years of vested service but less than ten years of vested service, you may begin to receive your benefits at age 65. If you have at least ten years of vested service, you may elect to receive a reduced benefit as early as age 55.

How Vested Service is Calculated

Your vested service generally includes all of your years of employment with Meijer beginning with your date of hire and continuing until you terminate employment, regardless of whether you are a “grandfathered” or “nongrandfathered” team member. Your vested service is calculated separately based on the dates the service was performed. But you may not receive credit for more than one year of vested service for any one calendar year.

Service Before January 1, 1976

For service before January 1, 1976, you were given vested service based on $\frac{1}{10}$ of a year for each 160 hours worked during a calendar year. In the absence of records of your actual work hours, $\frac{1}{10}$ of a year of vested service was given for each month you worked as a full-time team member and $\frac{1}{20}$ of a year of vested service for each month you worked as a part-time team member.

Service After December 31, 1975

For your years of service after December 31, 1975, you are given one year of vested service for each calendar year in which you have 960 or more hours of service. If you have less than 960 hours in a calendar year, you are given $\frac{1}{10}$ of a year of vested service for each 160 hours of service.

Loss of Vested Service

You may lose your vested service if you have a “break in service” with Meijer before becoming vested in your pension benefits (see the “BREAKS IN SERVICE WITH MEIJER” section).

BENEFIT SERVICE

Why Benefit Service is Important

“Benefit service” is employment with Meijer which is used to determine the amount of your pension benefit.

How Benefit Service is Calculated - “Grandfathered” Team Members

If you are a “grandfathered” team member, your benefit service generally includes all your years of employment with Meijer beginning with your date of hire and continuing until you terminate employment (or until February 28, 2019, if earlier). But you will not receive credit for benefit service for years when your job classification was not eligible to participate in this Plan or the Hourly Pension Plan.

Your benefit service is calculated separately based on the dates the service was performed. Regardless of when the service was performed, you may not receive credit for more than one year of benefit service in any one calendar year.

Service Before January 1, 1976

For service before January 1, 1976, you were given benefit service based on $\frac{1}{10}$ of a year for each 160 hours worked during a calendar year. In the absence of records of your actual

work hours, you were given $\frac{1}{10}$ of a year of benefit service for each month you worked as a full-time team member and $\frac{1}{20}$ of a year of benefit service for each month you worked as a part-time team member.

Service After December 31, 1975

For service after December 31, 1975 and before March 1, 2019, you are given one year of benefit service for each calendar year in which you have 1,600 or more hours of service. If you have less than 1,600 hours of service in a calendar year, you are given $\frac{1}{10}$ of a year of benefit service for each 160 hours of service. But, because your benefits were “frozen” as of February 28, 2019, you do not earn any additional benefit service after February 28, 2019.

How Benefit Service is Calculated - “Nongrandfathered” Team Members

If you are a “nongrandfathered” team member, your benefit service is generally calculated in the same manner as a “grandfathered” team member. But, because your benefits were “frozen” as of December 31, 2011, you do not earn any additional benefit service after December 31, 2011.

Transferred Team Members

Special rules apply if you change job classifications during a plan year. See the subsection entitled “When the Transfer is Considered to Occur” for more information.

Loss of Benefit Service

You may lose your benefit service if you have a “break in service” with Meijer before becoming vested in your pension benefits (see the “BREAKS IN SERVICE WITH MEIJER” section).

HOW TO CALCULATE VESTED SERVICE AND BENEFIT SERVICE

This section provides an example of the rules in the “VESTED SERVICE” section and “BENEFIT SERVICE” section concerning the calculation of years of vested service and benefit service. If you were hired at age 30 just before the end of 2000 and had the following hours of service each year, your total years of vested service and benefit service under the Plan as of the end of 2014 would be determined as follows:

<u>Year</u>	<u>Hours of Service</u>	<u>Vested Service</u>	<u>Benefit Service</u>
2000	260	0.1	0.1
2001	1,084	1.0	0.6
2002	1,632	1.0	1.0
2003	1,598	1.0	0.9
2004	1,671	1.0	1.0
2005	1,237	1.0	0.7
2006	1,186	1.0	0.7
2007	1,241	1.0	0.7
2008	1,265	1.0	0.7
2009	1,213	1.0	0.7
2010	907	0.5	0.5
2011	1,788	1.0	1.0
2012	1,821	1.0	1.0
2013	2,083	1.0	1.0
2014	1,274	<u>1.0</u>	<u>0.7</u>
		13.6	11.3

As of the end of 2014, you would have earned 13.6 years of vested service and 11.3 years of benefit service. **Note:** You continued to earn benefit service after December 31, 2011 because you are a “grandfathered” team member. But you would not earn any additional benefit service after February 28, 2019.

See the “HOURS OF SERVICE” section for rules used to determine the calendar year in which hours of service are credited for purposes of determining your years of vested service and years of benefit service. Also, see the “BREAKS IN SERVICE WITH MEIJER” section for situations in which you can lose credit for prior service if you have a break in service and later return to Meijer.

CALCULATION OF PENSION BENEFIT

This section explains how the amount of your basic pension benefit is calculated. But whether you are eligible to receive a benefit is explained in other parts of this Summary Plan Description.

The Plan contains up to three different types of formulas that are used in calculating your pension benefits:

- Step-rate formula -- this formula is based upon your compensation and years of benefit service. This formula applies to all participants.
- Set-rate formula -- this formula is based upon your years of benefit service and the applicable benefit rate. This formula applies to all participants. However, the benefit rates depend upon your hire date. One set of rates applies to team members hired before 1988; the other set of rates applies to team members hired after 1987.
- Offset formula -- this formula is based upon your compensation, years of benefit service and your Social Security benefits. This formula was used in the Plan before 1989. Effective as of January 1, 1997, this formula will again apply to you if you were employed by Meijer on December 31, 1989 and became a participant in the Plan before January 1, 1990. However, this formula will not apply to you if you terminate employment with Meijer and are reemployed by Meijer on or after March 1, 2002.

Note: If you are a “nongrandfathered” team member, your benefit under the Plan was “frozen” as of December 31, 2011. So each component used in calculating your benefits under the three formulas was also “frozen” as of December 31, 2011. This includes your years of benefit service, average monthly compensation and covered compensation.

If you are a “grandfathered” team member, your benefit under the Plan was “frozen” as of February 28, 2019. So each component used in calculating your benefits under the three formulas was also “frozen” as of February 28, 2019. This includes your years of benefit service, average monthly compensation and covered compensation.

Your benefits are calculated under the applicable formula that provides you with the largest benefit. **Note:** The benefit formulas assume that your benefit is paid in the form of a single life annuity beginning when you attain normal retirement age. Your benefit amount will be adjusted if it is paid in another form or payment begins at a different age.

Step-Rate Formula

Your basic pension benefit under the Step-Rate Formula is a monthly benefit equal to:

- 0.9% of your “average monthly compensation,” multiplied by your years of benefit service up to 15 years; plus
- 1.2% of your “average monthly compensation,” multiplied by your years of benefit service in excess of 15 years; plus
- 0.4% of your “average monthly compensation” in excess of “covered compensation,” multiplied by your years of benefit service. (**Note:** This part of the formula applies to you only if you have an hour of service for Meijer after 1996.)

For purposes of this formula, your “average monthly compensation” generally means the monthly average of your “compensation” from Meijer during the five consecutive calendar years in the last ten calendar years during which your compensation was the greatest (but excludes years after your pension benefits were “frozen”). Compensation during a calendar year is generally counted only if you are employed by Meijer during the entire calendar year. However, if you terminate employment with Meijer during a calendar year, compensation during that calendar year will be counted if it increases your “average monthly compensation.”

Also, “compensation” generally means amounts paid to you by Meijer that are subject to federal income tax withholding. However, your pre-tax contributions to the 401(k) Retirement Plan and the Pre-Tax Premium Plan are included in your compensation. Any fringe benefits, expense allowances, reimbursements, nonqualified deferred compensation payments and severance pay are excluded. Also, compensation is subject to a dollar limit periodically established by federal law.

“Covered compensation” means 50% of the Social Security monthly taxable wage base in effect during the calendar year in which you terminate employment with Meijer. For 2011, covered compensation is \$4,450 ($\frac{1}{12} \times \$106,800 = \$8,900 \times 50\% = \$4,450$). For 2019, covered compensation is \$5,537.50 ($\frac{1}{12} \times \$132,900 = \$11,075 \times 50\% = \$5,537.50$).

Set-Rate Formula - Team Members Hired Before 1988

If you were hired by Meijer before 1988 and had an hour of service with Meijer after December 31, 1995, your basic pension benefit under the Set-Rate Formula is a monthly benefit determined by multiplying your years of benefit service by the applicable rate or rates in the following chart:

Years of Benefit Service	Rates for Benefit Service Earned Before 1/1/88	Rates for Benefit Service Earned From 1/1/88-12/31/91	Rates for Benefit Service Earned After 12/31/91
First 10 years	\$18.00	\$18.00	\$20.00
Next 5 years (years 11-15)	\$18.00	\$18.00	\$21.00
Next 5 years (years 16-20)	\$20.00	\$20.00	\$21.00
Next 5 years (years 21-25)	\$20.00	\$20.00	\$26.00
Remaining years (years after 25)	\$22.00	\$24.00	\$26.00

Note: EXHIBIT B and EXHIBIT C contain benefit rates that apply to you if you terminated employment with Meijer before 1996.

Set-Rate Formula - Team Members Hired After 1987

If you were hired by Meijer after December 31, 1987 and had an hour of service with Meijer after December 31, 1995, your basic pension benefit under the Set-Rate Formula is a monthly benefit determined by multiplying your years of benefit service by the applicable rate or rates in the following chart:

Years of Benefit Service	Benefit Rate
First 5 years	\$18.00
Next 5 years (years 6-10)	\$19.00
Next 10 years (years 11-20)	\$20.00
Over 20 years	\$23.50

Note: If you were hired by Meijer after 1987 and did not have an hour of service after 1995, your schedule of benefit rates is in EXHIBIT C.

Offset Formula

Your basic benefit under the Offset Formula is a monthly amount that is determined in a three-step process:

Step 1: Add the following:

- 3% of your average monthly compensation up to \$1,083.33;
- 2% of your average monthly compensation which exceeds \$1,083.33 and does not exceed \$1,666.67; and
- 1% of your average monthly compensation in excess of \$1,666.67;

Step 2: Multiply the amount determined in Step 1 by your years of benefit service.

Step 3: Subtract 50% of your “primary Social Security benefit” from the amount determined in Step 2.

For purposes of this formula, the term “average monthly compensation” has the same definition that is used with the Step-Rate Formula. The term “primary Social Security benefit” means your estimated monthly Social Security benefit payable when you attain age 62 (or when you retire, if later).

Example of Calculation

See EXHIBIT A for two sample benefit calculations.

You should note that the following factors, among others, could affect the amount of your pension benefit:

- The benefit formula is based upon payment in the form of a single life annuity. If you receive your benefit in a different form, the amount will be reduced. See the “FORM OF PAYMENT OF PENSION BENEFITS” section.
- If you retire early and begin receiving your benefit before your normal retirement age, your benefit will be reduced. See the “YOUR PENSION BENEFIT IF YOU RETIRE EARLY” section.
- If your benefits begin after your normal retirement age, your benefits will be increased.
- If you terminate employment with Meijer and are later rehired, a separate benefit calculation will be made for each period of employment. See the “SPECIAL RULES FOR REHIRED TEAM MEMBERS” section.
- See the “SPECIAL RULES FOR TRANSFERRED TEAM MEMBERS” section and “SPECIAL RULES FOR REHIRED RETIREES” section which contain special rules relating to the calculation of pension benefits for transferred team members and rehired team members.

YOUR PENSION BENEFIT IF YOU RETIRE AT NORMAL RETIREMENT AGE OR LATER

Normal Retirement Benefit

If you terminate employment after you reach normal retirement age, you are eligible to receive a normal retirement benefit. Your normal retirement benefit will be an amount equal to your basic pension benefit (see the “CALCULATION OF PENSION BENEFIT” section) and will begin on the first day of the month after you terminate employment with Meijer.

“Normal retirement age” generally means you have attained age 65 and either:

- Have attained the fifth anniversary of the date you became a participant in the Plan (or, if earlier, the fifth anniversary of the date you became a participant in some other retirement plan maintained by Meijer); or
- Have completed five years of continuous employment with Meijer.

Late Retirement Benefit

If you work beyond your normal retirement age, your pension will be increased because your pension benefit will be paid over a shorter period than if you had begun receiving the benefit at your normal retirement date. No benefit payments are made until you retire from Meijer.

Form of Payment

Payment of your pension will be made in one of the methods described in the “FORM OF PAYMENT OF PENSION BENEFITS” section.

YOUR PENSION BENEFIT IF YOU RETIRE EARLY

Early Retirement Benefit

You have attained early retirement age if you are at least age 55 and have at least ten years of vested service. If you terminate employment with Meijer after you reach your early retirement age, you are eligible for an early retirement benefit. Your early retirement pension will be an amount equal to your basic pension benefit as of your retirement date (see the “CALCULATION OF PENSION BENEFIT” section), unless reduced as described below for payment before you attain normal retirement age.

You may elect to receive the early retirement pension on the first day of any month after your early retirement. But if you elect to begin receiving your pension before normal retirement age, your monthly benefit will be reduced because your pension benefit will be paid over a longer period than if you had waited to receive the benefit until your normal retirement age. The reduction is $\frac{1}{2}$ of 1% for each month between ages 60 and 65 your pension will be paid, and $\frac{1}{4}$ of 1% for each month before age 60 that your pension will be paid. The amount of your pension will not change when you reach normal retirement age.

For example, assume that your basic pension benefit is \$600 per month and your normal retirement age is 65. You decide to retire at age 58 and begin receiving your benefit right away. Your \$600 benefit is reduced by 30% for the 60 months between age 60 and age 65, and 6% for the 24 months

between age 58 and age 60. Your pension benefit at age 58 would be \$384 per month (i.e., 64% of \$600).

Special Rule: A special rule applies to you if you satisfy all the following requirements:

- You were born before January 1, 1962;
- You had at least five years of vested service as of December 31, 1996; and
- You were working as an OMP team member as of December 31, 1996.

If you satisfy these requirements, the amount of your early retirement reduction is $\frac{1}{2}$ of 1% for each month that your benefit begins before you attain age 60 (i.e., you will receive an unreduced benefit if your pension begins after you attain age 60).

Form of Payment

Payment of your pension will be made in one of the methods described in the “FORM OF PAYMENT OF PENSION BENEFITS” section.

YOUR PENSION BENEFIT IF YOU BECOME DISABLED

Eligibility for Disability Benefits

You will be eligible for a disability benefit from the Plan if you satisfy all of the following conditions:

- You have a mental or physical condition which qualifies you for Social Security disability benefits;
- You have at least ten years of vested service or ten years of benefit service; and
- You either:
 - terminate employment with Meijer before your normal retirement age as a result of your disability; or
 - become disabled within 12 months after your employment with Meijer ends. You are considered to be “disabled” as of the effective date of your disability stated in your disability determination by the Social Security Administration.

Payment of Disability Benefit

Your disability benefit will be your basic pension benefit as of your termination of employment with Meijer. See the “CALCULATION OF PENSION BENEFIT” section.

The benefit will start on the first day of the sixth month after you become disabled, provided you are eligible for and have applied for a disability benefit. If you apply for a disability benefit more than five months after you terminate employment with Meijer, your benefit will begin on the first

day of the month after you apply. Also, no benefit is paid until you attain age 40, even if you are disabled earlier.

The benefit will be payable for your lifetime in the form determined under the “FORM OF PAYMENT OF PENSION BENEFITS” section and will not change when you reach normal retirement age. However, a lump sum distribution of a disability benefit is not permitted.

Your disability benefit will stop during your lifetime if you are no longer totally disabled. For example, no additional disability benefit will be paid if you lose your eligibility for Social Security disability benefits or if you take another job (unless it is specifically for the purpose of rehabilitation).

YOUR PENSION BENEFIT IF YOU TERMINATE EMPLOYMENT BEFORE RETIREMENT

You are eligible for a “deferred vested” pension benefit if you have completed at least five years of vested service and you terminate employment with Meijer before qualifying for any other benefits under the Plan. If you leave before completing five years of vested service, you will not be eligible for a pension under the Plan. (**Note:** You were required to have ten years of vested service to receive a deferred vested benefit if you terminated employment with Meijer before January 1, 1989.)

The amount of your pension will be calculated in the same manner as a basic retirement pension, based on your years of benefit service and the benefit formula in effect at the time you terminated employment.

Your pension benefit will begin at your normal retirement age. But if you have at least ten years of vested service, you may elect to begin receiving your pension at any time between age 55 and your normal retirement age. If you elect to receive your benefit between age 55 and your normal retirement age, the amount of your benefit will be reduced in the same manner as an early retirement pension (see the “YOUR PENSION BENEFIT IF YOU RETIRE EARLY” section), based on your age when your benefit begins.

Also, if the lump sum value of your benefit is less than \$50,000, you are eligible to receive a lump sum distribution of your benefit before you attain age 55. See the “FORM OF PAYMENT OF PENSION BENEFITS” section for more information.

If your benefits begin after you attain your normal retirement age, your benefits will be increased because your pension benefit will be paid over a shorter period than if payment began at normal retirement age. But, under federal law, you must begin to receive your benefits by April 1 after the calendar year in which you attain age 72 (or the calendar year in which you retire, if later). If you were born before July 1, 1949, you must begin to receive your benefits by April 1 after the calendar year in which you attain age 70½ (or the calendar year in which you retire, if later). There are potential tax penalties if your benefit payments begin late.

Payment of your pension will be in one of the forms described in the “FORM OF PAYMENT OF PENSION BENEFITS” section.

FORM OF PAYMENT OF PENSION BENEFITS

Automatic Forms of Distribution

Unless you elect an alternative form of payment, the Plan provides for the following “automatic” forms of distribution:

- If you are married when your benefit begins, your benefit will be paid in the form of a “joint and 50% survivor annuity.” This form of benefit pays you a reduced monthly benefit for your life and, after your death, 50% of your benefit to your surviving spouse for his or her life. Your surviving spouse must be the same person to whom you are married when your benefit began.
- If you are unmarried when your benefit begins, your benefit will be paid in the form of a “single life annuity.” This form of benefit pays you your full monthly pension benefit for your life. No benefit is paid after your death.

You may waive the “automatic” form of distribution and elect an alternative form of benefit payment. But if you are married, your election is not valid unless your spouse consents in writing to the waiver of the joint and survivor annuity within 90 days before your benefit payments begin. Your spouse’s written consent must be witnessed by a notary public.

Alternative Forms of Distribution for Retirement Benefits

If you (and your spouse, if you are married) waive the automatic form of payment, you may elect instead to receive your benefit in one of the following forms:

Single Life Annuity

As described above.

Period Certain and Life Annuity

A period certain and life annuity pays you a reduced monthly benefit for your life, but guarantees a minimum of 120 or 180 monthly payments. The amount of the reduction in your monthly benefit depends on which minimum guarantee period you choose.

If you die before receiving the guaranteed payments, your spouse or other beneficiary will receive the balance of the payments. You may choose the person or persons to receive the benefit after your death. You may change your beneficiary at any time before your death.

Other Joint and Survivor Annuities

The joint and $\frac{2}{3}$ survivor annuity, joint and 75% survivor annuity, and joint and 100% survivor annuity each pay a reduced monthly benefit for your life. After your death, your spouse will receive a monthly benefit equal to $\frac{2}{3}$, 75%, or 100% of the monthly benefit you received for the remainder of his or her life. The amount of the reduction in your monthly benefit depends on which of these alternatives you choose. Your surviving spouse must be the same person to whom you are married when your benefit began.

Lump Sum

A lump sum payment of your vested benefit, provided the lump sum value is less than \$50,000. However, a disability benefit is not payable in a lump sum.

Small Benefits

If the lump sum value of your vested pension is less than \$5,000, the amount of your vested benefit will be paid to you or your beneficiary in a lump sum. Payment will be made as soon as administratively feasible after your termination of employment with Meijer. The payment may be either a cash distribution or a direct rollover to another retirement plan, such as an individual retirement account or another employer's eligible retirement plan.

Automatic Rollovers

If the lump sum value of your vested pension is greater than \$1,000 but not greater than \$5,000 and you do not elect a cash distribution or a direct rollover, your benefit will be automatically transferred to an individual retirement account (IRA).

The IRA provider will be Retirement Clearinghouse. The rollover funds will be invested in a type of investment designed to preserve principal and provide a reasonable rate of return and liquidity (e.g., an interest-bearing account, a certificate of deposit or a money market fund). Lump sum distributions are currently invested in a money market fund.

All fees or expenses related to the establishment and maintenance of the IRA and the IRA investments will be allocated solely to you, as the IRA holder. You may transfer the IRA funds to any other IRA you choose.

Other Rollover Rules

Here are some other rollover rules that apply if you receive a lump sum distribution:

- You may elect a rollover to a Roth IRA of any lump sum amount distributed from the Plan. The amount distributed is taxable. However, these amounts are subject to optional federal income tax withholding (instead of the automatic 20%) and the 10% excise tax does not apply.
- If you are a non-spouse beneficiary and receive payment of a lump sum death benefit, you may elect a direct rollover to a traditional IRA. The IRA will be treated as an "inherited" IRA for tax purposes. If you do not elect a direct rollover, 20% of the distribution will be withheld for federal income tax purposes. State income tax withholding may also be required.

PRE-RETIREMENT DEATH BENEFITS FOR SURVIVING SPOUSES

Your surviving spouse will receive a monthly benefit for his or her life if you die before receiving any part of your pension, but after satisfying at least one of the following requirements:

- You worked for Meijer after reaching your normal retirement age.
- You have at least ten years of vested service.
- You have at least five years of vested service and worked for Meijer on or after January 1, 1989.

Your spouse's monthly benefit is 50% of the monthly benefit to which you would have been entitled if your benefit was paid in the form of a joint and 50% survivor annuity. But your spouse will receive a 100% survivor annuity if:

- You were employed by Meijer at the time of your death and you had attained the Plan's normal retirement age or early retirement age before your death; or
- You satisfied the requirements to receive the immediate payment of a disability retirement benefit from the Plan, but payment of your disability retirement benefit had not begun.

The benefit may begin on the first day of any month following your death, at your spouse's election. But if your spouse begins to receive benefit payments before your normal retirement age, the benefit will be reduced.

If the lump sum value of the spouse's monthly benefit is less than \$5,000, the benefit will automatically be distributed to your spouse in a single lump sum payment as soon as administratively feasible after your death. If the lump sum value of the monthly benefit is more than \$5,000, but less than \$50,000, your spouse may elect in writing to receive a lump sum payment of the value of the monthly benefit instead of receiving the monthly payments.

OTHER PRE-RETIREMENT DEATH BENEFITS

Your designated beneficiary will receive benefits from the Plan if you satisfy all of the following:

- You are employed by Meijer at the time of your death; and
- You do not have a surviving spouse; and
- You either had:
 - Attained the Plan's normal retirement age or early retirement age before your death; or
 - Satisfied the requirements for the immediate payment of a disability retirement benefit from the Plan, but payment of your disability retirement benefit had not begun.

If your beneficiary qualifies, a benefit will be paid to your beneficiary for 120 months. Payments will begin as soon as administratively feasible after you die and your beneficiary is identified.

You may designate your beneficiary on the Plan website (<https://digital.alight.com/meijer>) or by calling the Meijer Rewards Service Center. You may change your beneficiary at any time before your death.

This is the only death benefit payable under the Plan if you are unmarried and die before you receive benefit payments. In all other situations, no death benefit is paid under the Plan if you are unmarried and die before you begin to receive benefit payments.

POST-RETIREMENT DEATH BENEFITS

Continuation of Monthly Pension Benefits

If you die after beginning to receive your retirement benefit, the payment of additional monthly pension benefits depends upon the form of benefit payment you elected. See the “FORM OF PAYMENT OF PENSION BENEFITS” section for a description of the different forms of benefit payments, including a discussion of whether benefit payments are continued after your death.

Lump Sum Death Benefit

A lump sum death benefit is paid after your death in limited situations:

- If you were receiving a normal, early or disability pension which began before December 1, 1989.
- If you were receiving a normal, early or disability pension which began before January 1, 2003 and you had at least ten years of vested service or ten years of benefit service.

No lump sum death benefit is paid if your pension began after 2002.

If you qualify for a lump sum death benefit, your designated beneficiary will receive a lump sum death benefit within 90 days after the beneficiary applies for the benefit. You may designate your beneficiary on the Plan website (<https://digital.alight.com/meijer>) or by calling the Meijer Rewards Service Center. You may change your beneficiary at any time before your death.

The amount of the lump sum benefit is \$1,500 if you retired between July 1, 1978 and December 31, 1981. The amount of the lump sum benefit is \$3,000 if you retired after 1981 and payment of your pension began before January 1, 2003.

SPECIAL RULES FOR TRANSFERRED TEAM MEMBERS

If you are a transferred team member, the rules in this Section apply to you if the transfer occurred before January 1, 2012. If your transfer occurred after December 31, 2011 and on or before January 1, 2019, these rules generally apply to you only if you are a “grandfathered” participant in either the Plan or the Hourly Pension Plan at the time of the transfer. No transfers into or out of the Plan are permitted after January 1, 2019.

When the Transfer is Considered to Occur

If you are employed in more than one job classification during a calendar year (e.g., OMP team member and food team member), the transfer does not immediately affect your pension benefits. Effective January 1, 2013, you are considered to be employed for pension purposes for the entire calendar year in your job classification on the last business day of the prior calendar year. The transfer will be effective for purposes of your pension benefits as of the first day of the next calendar year.

Prior to January 1, 2013, you were considered to be employed for pension purposes for the entire calendar year in your job classification on the first day of the first payroll period for which payment

was made during the calendar year. The transfer was effective for purposes of your pension benefits as of the first day of the first payroll period for which payment was made during the next calendar year. **Note:** The opposite rule, however, applied in two situations:

- If your transfer occurred before January 1, 1993; or
- If you became employed by Meijer before 2008 and were transferred during your first calendar year of employment by Meijer.

In both of these situations, your pension benefits for the year of the transfer were based upon your job classification on the last day of the last payroll period for which payment was made during the calendar year.

Transfers Between Different Job Classifications Within the Plan

If you transferred to a job classification covered by the Plan which has different benefit formulas (for example, from an OMP job to a general merchandise job in a nonunion store), your accrued benefit from the Plan will be the larger of two amounts:

- A benefit based upon your total years of benefit service (including those earned before the transfer) and the benefit formulas that apply to you after the transfer; or
- A benefit which is the sum of the following:
 - Your accrued benefit before the transfer; and
 - Your accrued benefit earned after the transfer, based upon your years of benefit service earned after the transfer and the benefit formulas that apply to you after the transfer.

Because your benefit was “frozen” as of December 31, 2011 (if you are a “nongrandfathered” participant) or February 28, 2019 (if you are a “grandfathered” participant), transfers between job classifications after the “freeze” date that applies to you do not affect the calculation of your benefit.

Transfers from the Hourly Pension Plan

If you transferred from a job classification that made you eligible for the Hourly Pension Plan to a job classification that made you eligible for this Plan, your years of vested service and years of benefit service under the Hourly Pension Plan were transferred to this Plan. Your entire benefit will be paid from this Plan.

Your benefit will be computed under two different formulas. You will receive the larger of the two amounts.

Formula One

A benefit based upon your total years of benefit service with Meijer and the applicable benefit formula in this Plan; or

Formula Two

A benefit which is the sum of:

- Your benefit under the Hourly Pension Plan as of the date you transferred to this Plan; plus
- Your benefit under this Plan, based only on your years of benefit service after the transfer.

If your transfer occurred before January 1, 1990, your benefit will be calculated under Formula One. But your benefit will not be less than the benefit you earned under the Hourly Pension Plan before the transfer. No transfers to this Plan are permitted after January 1, 2019.

Transfers to the Hourly Pension Plan

Similarly, if you transferred to a job classification that made you eligible for the Hourly Pension Plan, your years of vested service and benefit service under this Plan were transferred to the Hourly Pension Plan. Your entire pension benefit will be paid from the Hourly Pension Plan.

Your benefit will be computed under two different formulas. You will receive the larger of the two amounts.

Formula One

A benefit based upon your total years of benefit service with Meijer and the benefit formula in the Hourly Pension Plan; and

Formula Two

A benefit which is the sum of:

- Your benefit under this Plan as of the date you transferred to the Hourly Pension Plan; plus
- Your benefit under the Hourly Pension Plan, based only on your years of benefit service after the transfer.

If your transfer occurred before January 1, 1990, your benefit will be calculated under Formula One. But your benefit will not be less than the benefit you earned under this Plan before the transfer. No transfers to the Hourly Pension Plan are permitted after January 1, 2019.

Transfers to Only the 401(k) Retirement Plan

If before your benefit was “frozen” you transferred out of the employment classification that made you eligible to participate in the Plan and you became eligible to actively participate only in a 401(k) Retirement Plan, the following rules apply to you:

- You will continue to participate in the Plan.
- You will continue to earn additional years of vested service.

- You did not earn any additional years of benefit service for work in a job classification that was ineligible to participate in the Plan. But you continued to earn benefit service until the end of the calendar year in which the transfer occurred (or the date your benefit was “frozen,” if earlier).
- If you have an hour of service after December 31, 1999, your accrued benefit under the Plan was increased for any changes made to the applicable benefit formulas before your first termination of employment with Meijer after the job transfer. But if you do not have an hour of service after December 31, 1999, your accrued benefit under the Plan shall not be increased for any changes in the benefit formulas which occurred after the last day of the plan year in which your transfer occurred.

Transfers from Only the 401(k) Retirement Plan

If you previously were only eligible for a Meijer 401(k) Retirement Plan and you transferred to a job classification that made you eligible for the Plan, the following rules apply to you:

- Your vested service is based upon your total years of employment by Meijer.
- Before your benefit was “frozen,” you began to earn years of benefit service as of the first day of the calendar year after the date you transferred to an eligible job classification. If you previously participated in the Plan and did not terminate employment with Meijer since that prior participation, your new benefit service was added to your prior benefit service for purposes of determining your accrued benefit.

SPECIAL RULES FOR REHIRED TEAM MEMBERS

If you terminated employment with Meijer and you were rehired after January 26, 1995 and before January 1, 2012, you will receive a separate benefit for each period of employment. The benefit for each period of employment will be based upon your years of benefit service during that period of employment. It also will depend upon the benefit rates in effect as of your last day of work during a period of employment. Your pension benefit will be the sum of the benefits earned during the two (or more) periods of employment.

SPECIAL RULES FOR REHIRED RETIREES

If you are rehired after you begin receiving benefits from the Plan, you will continue to receive your pension benefits during your period of reemployment.

If you are a retiree and work for Meijer after 2000, you also earned additional pension benefits during your period of reemployment to the extent your benefits were not otherwise “frozen.” Special rules apply to the calculation of this additional benefit.

QUALIFIED MILITARY SERVICE

You have special rights if you leave Meijer to perform qualified military service and have rehire rights that are protected by federal law.

Differential Wage Payments

If Meijer makes a “differential wage payment” to you during a period of qualified military service, these payments for service before March 1, 2019 are counted as “compensation” for purposes of the Plan if you are a “grandfathered” team member.

Rights After Reemployment

If you are reemployed by Meijer while your rehire rights are protected by federal law, you will receive credit for years of vested service for your period of military service. If you are a “grandfathered” team member, you also will receive credit for years of benefit service to the extent the military service occurred before March 1, 2019.

Death During Qualified Military Service

If you die while performing qualified military service and have rehire rights protected by federal law, you will receive credit for years of vested service for your period of military service. If you are a “grandfathered” team member, you also will receive credit for years of benefit service to the extent the military service occurred before March 1, 2019.

If you were in qualified military service as of January 1, 2012, some additional special rules may apply to you.

APPLYING FOR BENEFITS

You must apply for benefits on forms provided by Meijer, as plan administrator. The forms can be obtained by completing the retirement process on the Plan website (<https://digital.alight.com/meijer>) or by calling the Meijer Rewards Service Center. As a general rule, no benefits are paid for any period before you apply and your application is approved by Meijer, as plan administrator.

Your application should be made as quickly as possible when you become eligible and decide to leave Meijer, but not earlier than three months before benefit payments begin. Once benefits have begun, you may not change the form in which your benefits are being paid.

Your eligibility for benefits will be determined by Meijer, as plan administrator, based upon your application. As plan administrator, Meijer has discretionary authority to interpret the terms and conditions of the Plan.

If your application for benefits is denied, in whole or in part, the plan administrator will give you written notice of the denial within 90 days after your claim is received, unless special circumstances require more time for processing the claim. If more processing time is required, the plan administrator will give you written notice of the extension before the initial 90-day period is completed. The extension will not be longer than 90 days from the end of the initial period.

You may make a written request to the plan administrator for a review of your claim for benefits. Your written request must be made within 60 days after the mailing date of your notice of denial or the date you receive your first benefit payment, whichever applies. You must refer to the Plan provisions on which your request is based and state the facts you believe justify a reversal or modification of the plan administrator’s decision.

You may examine pertinent documents and submit pertinent issues in writing. You may have an authorized representative act for you in requesting a review. The plan administrator will review its decision denying benefits within 60 days after receiving your written request.

LEGAL ACTIONS

You may not bring legal action to recover benefits under the Plan until:

- You submit an application for benefits to Meijer, as plan administrator;
- The plan administrator provides you with a written notice denying the claim, in whole or in part;
- You exhaust the appeal procedure described above; and
- You exhaust all other appeals and remedies available under the Plan.

No legal action may be brought more than one year after the date that you exhaust your appeal rights under the Plan. Any lawsuit brought against the Plan, or against the plan administrator in connection with the Plan, must be brought in the Federal District Court for the Western District of Michigan.

ASSIGNMENT OF BENEFITS

General Rule

Federal law generally does not permit your benefits under the Plan to be transferred or assigned to a third party. Also, except as permitted by federal law, your creditors generally cannot seize your pension benefits before they are paid to you.

Exception for QDROs

Federal law permits your benefits to be assigned to a family member under a “qualified domestic relations order,” otherwise known as a QDRO. Most typically, a QDRO is a court order in which you assign a portion of your pension benefits to your former spouse as part of a property settlement in a divorce.

The QDRO must satisfy certain legal requirements before it may be honored by Meijer Rewards. You may want to have the QDRO pre-approved before it is entered with the court. Copies of the Plan’s QDRO procedures are available at no charge from the Qualified Order Center at www.qocenter.com. You may also call the Meijer Rewards Service Center and ask to be transferred to the QO Specialist Unit.

BREAKS IN SERVICE WITH MEIJER

What is a Break in Service

For the purposes of determining your years of vested service and benefit service, you will have a “break in service” if you terminate employment with Meijer and have less than 501 hours of service

during a calendar year. If you go on a leave of absence approved by Meijer, you will not have a break in service if you return to work immediately after the leave of absence ends.

If you take a leave of absence from Meijer because of your pregnancy, the birth of your child, adoption of your child or caring for your child immediately after the birth or adoption, you will be credited with your normal work hours for each day of the absence, up to a maximum of 501 hours. These hours will be credited in the year that you leave. However, if you already have at least 501 hours in that year, the hours will be credited in the next year. This rule applies only for preventing a break in service and does not apply to vested service or benefit service.

Break in Service After You are Vested

If you have a break in service with Meijer after you are vested in any benefits under the Plan (typically, after you have at least five years of vested service), your vested service and benefit service are not affected.

Break in Service Before You are Vested - Reemployed After 2011

If you terminate employment before you are vested and are reemployed after 2011, you are ineligible to participate in the Plan.

Break in Service Before You are Vested - Reemployed Before 2012

Cancellation of Prior Service

If you have a break in service with Meijer before you are vested, your vested service and benefit service will be canceled. The service which is canceled may be reinstated in some situations if you are reemployed by Meijer, as described in the next subsection.

Reinstatement of Prior Service

If you are rehired by Meijer following a break in service and you are again eligible to participate in the Plan, your previously canceled vested service and benefit service will be reinstated if you also satisfy one of the following conditions:

- You are reemployed before you have five consecutive calendar years in which you have a break in service; or
- The number of consecutive calendar years in which you have a break in service is less than your prior years of vested service.

But if you received a lump sum distribution when you left Meijer, your prior years of benefit service will be disregarded.

If you do not meet any of these conditions, you will start over again just as a new team member and your previous vested service and benefit service will not be reinstated. The rules are more restrictive if the break in service occurred before 1985. More information about these rules is available upon request.

“TOP-HEAVY” STATUS OF THE PLAN

Federal law imposes certain requirements on “top-heavy” plans. The Plan would be top-heavy if more than 60% of the total pension benefits of all team members belong to certain officers and shareholders of Meijer. At the present time, the Plan is not top-heavy and is not likely to become top heavy. If the Plan does become top-heavy, the following requirements would have to be satisfied:

- Faster vesting would be required. Instead of becoming fully vested after five years of vested service, participants would vest after three years of vested service.
- The Plan would provide a minimum benefit to each participant. However, the existing benefits under the Plan are likely to exceed this minimum benefit.

You will be notified if the Plan becomes top-heavy and these new requirements apply.

AMENDMENT OR TERMINATION OF THE PLAN

Although Meijer intends to continue the Plan from year to year, it reserves the right to amend or terminate the Plan at any time.

If the Plan terminates, the benefits you earned before the termination will be fully vested. The Plan assets will then be used to provide benefits to the participants and to pay the expenses of the termination. If excess assets remain in the Plan after paying each participant the benefit earned before the Plan termination and paying all termination expenses, the excess amount will be returned to Meijer.

Benefits under the Plan are insured by the Pension Benefit Guaranty Corporation (“PBGC”), a federal insurance agency. If the Plan terminates without enough money to pay all benefits, the PBGC will step in to pay pension benefits. Most people receive all the pension benefits they would have received under their plan, but some people may lose certain benefits.

The PBGC guarantee generally covers:

- Normal and early retirement benefits;
- Disability benefits if you become disabled before the Plan terminates; and
- Certain benefits for your survivors.

The PBGC guarantee generally does not cover:

- Benefits greater than the maximum guaranteed amount set by law for the year in which the Plan terminates;
- Some or all of benefit increases and new benefits based on Plan provisions that have been in place for fewer than five years at the time the Plan terminates;
- Benefits that are not vested because you have not worked long enough for Meijer;
- Benefits for which you have not met all of the requirements at the time the Plan terminates;

- Certain early retirement payments (such as supplemental benefits that stop when you become eligible for Social Security) that result in an early retirement monthly benefit greater than your monthly benefit at the Plan's normal retirement age; and
- Non-pension benefits, such as health insurance, life insurance, certain death benefits, vacation pay and severance pay.

Even if certain of your benefits are not guaranteed, you still may receive some of those benefits from the PBGC depending on how much money your Plan has and on how much the PBGC collects from Meijer.

For more information about the PBGC and the benefits it guarantees, ask the plan administrator or contact the PBGC's Technical Assistance Branch, 1200 K Street, N.W., Washington, D.C. 20005-4026 or call 1-800-400-7242. If calling from a land line, you may also call the PBGC at 202-326-4000 (not a toll-free number). TTY/ASCII (American Standard Code for Information Interchange) users may call the federal relay service toll-free at 1-800-877-8339 and ask to be connected to 1-800-400-7242. Additional information about the PBGC's pension insurance program is available through the PBGC's website on the Internet at www.pbgc.gov.

YOUR RIGHTS AS A PARTICIPANT

As a participant in the **Meijer OMP Pension Plan**, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 ("ERISA").

Plan Information and Benefits

ERISA provides that all plan participants are entitled to:

- Examine, without charge, at the plan administrator's office all Plan documents, including summary plan descriptions and a copy of the latest annual report (Form 5500 Series) filed by the Plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration.
- Obtain, upon written request to the plan administrator, copies of all Plan documents, including copies of the latest annual report (Form 5500 Series) and an updated summary plan description. The plan administrator may make a reasonable charge for the copies.
- Receive a summary of the Plan's annual funded status. The plan administrator is required by law to furnish each participant with a copy of this annual funding notice.
- Obtain a statement of your total accrued benefits and the vested (nonforfeitable) benefits you will be entitled to (if any) or the earliest date on which your benefits will become vested (nonforfeitable). This statement must be requested in writing and is not required to be given more than once every 12 months. The plan administrator must provide the statement free of charge.

Plan Fiduciaries

In addition to creating rights for plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate the Plan, called “fiduciaries” of the Plan, have a duty to do so prudently and in the interest of you and other plan participants and beneficiaries.

No one, including Meijer or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining your benefits or exercising your rights under ERISA.

Enforcement of Rights

If your claim for benefits under the Plan is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time limits. See the “APPLYING FOR BENEFITS” section for further information.

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request materials from the plan administrator and do not receive them within 30 days, you may file suit in a federal court. In such a case, the court may require the plan administrator to provide the materials and pay you up to \$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the plan administrator. If you have a claim for benefits which is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the plan administrator’s decision or lack thereof concerning the qualified status of a domestic relations order, you may file suit in a federal court. If it should happen that the plan fiduciaries misuse the Plan’s money, or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor or you may file suit in a federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees, for example, if it finds your claim is frivolous.

Assistance with Your Questions

If you have any questions about the Plan, you should contact the plan administrator. If you have any questions about this statement (“YOUR RIGHTS AS A PARTICIPANT”) or about your rights under ERISA, or if you need assistance in obtaining documents from the plan administrator, you should contact the nearest area office of the Employee Benefits Security Administration (formerly the Pension and Welfare Benefit Administration), U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration at 1-866-444-3272 or viewing its website at www.dol.gov/ebsa.

OTHER BASIC INFORMATION ABOUT YOUR PENSION PLAN
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Name of Plan:	Meijer OMP Pension Plan
Name, Address and Telephone Number of Plan Sponsor:	Meijer, Inc. 2929 Walker, N.W. Grand Rapids, MI 49544 (616) 453-6711
Meijer's Identification Number:	38-1274536
Plan Number:	002
Type of Plan:	Defined Benefit Pension Plan
Type of Administration:	Self-Administered
Plan Administrator:	Meijer, Inc. is the plan administrator. (The plan administrator should be contacted through the Meijer Rewards Service Center at Dept. 03356, P.O. Box 1590, Rantoul, IL 60069-1590 or at 1-866-681-6116.)
Plan Website:	https://digital.alight.com/meijer
Name and Address of Agent for Service of Legal Process:	Office of the General Counsel Meijer, Inc. 2929 Walker, N.W. Grand Rapids, MI 49544 Service of legal process may also be made on the plan administrator or the trustee.
Fiscal Year of Plan:	January 1 through the following December 31
Name and Address of Trustee:	Principal Custody Solutions 229 South 9 th Street Suite 1400 Minneapolis, MN 55402

EXHIBIT A

Sample Benefit Calculation No. 1

Assume you were hired during 1989 and retire at age 65 in December 2021. Also assume that you had earned **30 years of benefit service** when your benefits were “frozen” as of February 28, 2019, and that your **“average monthly compensation” is \$5,833.33** (i.e., average annual compensation of \$70,000). “Covered compensation” for 2019 is \$5,537.50 (see the “CALCULATION OF PENSION BENEFIT” section). As a result, your pay in excess of “covered compensation” is \$295.83 (\$5,833.33 - \$5,537.50 = \$295.83). Further, assume you were a participant before January 1, 1990 and your “primary Social Security benefit” is \$1,500. Your monthly pension benefit is calculated as follows:

Step-Rate Formula:

0.9% x \$5,833.33 x 15 years (years 1-15)	=	\$	787.49
1.2% x \$5,833.33 x 15 years (years 16-30)	=		1,049.99
0.4% x \$295.83 x 30 years	=		<u>35.49</u>
		\$	1,872.97

Set-Rate Formula:

\$18.00 x 5 years (years 1-5)	=	\$	90.00
\$19.00 x 5 years (years 6-10)	=		95.00
\$20.00 x 10 years (years 11-20)	=		200.00
\$23.50 x 10 years (years 21-30)	=		<u>235.00</u>
		\$	620.00

Offset Formula:Step 1

3% x \$1,083.33	=	\$	32.50
2% x \$583.34	=		11.67
1% x \$4,166.66	=		<u>41.66</u>
		\$	85.83

Step 2

\$85.83 x 30	=	\$	2,574.90
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Step 3

\$2,574.90 - (50% of \$1,500)	=	\$	1,824.90
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Your retirement benefit would be \$1,872.97, since this is the largest benefit under the three formulas. **Note:** The offset formula does not apply to all OMP team members. See the “CALCULATION OF PENSION BENEFIT” section for information regarding the requirements you must satisfy to be eligible for this formula.

Sample Benefit Calculation No. 2

Assume you were hired in 1989 and retire at age 65 in December 2021. Also assume that you had earned **30 years of benefit service** when your benefits were “frozen” as of February 28, 2019, and that your **“average monthly compensation” is \$3,000** (i.e., average annual compensation of \$36,000). “Covered compensation” for 2019 is \$5,537.50 (see the “CALCULATION OF PENSION BENEFIT” section). As a result, you do not have any pay in excess of “covered compensation” (\$5,537.50 > \$3,000). Further, assume you were a participant before January 1, 1990 and your “primary Social Security benefit” is \$1,000. Your monthly pension benefit is calculated as follows:

Step-Rate Formula:

0.9% x \$3,000 x 15 years (years 1-15)	=	\$	405.00
1.2% x \$3,000 x 15 years (years 16-30)	=		540.00
0.4% x \$0 x 30 years	=		<u>0.00</u>
		\$	945.00

Set-Rate Formula:

\$18.00 x 5 years (years 1-5)	=	\$	90.00
\$19.00 x 5 years (years 6-10)	=		95.00
\$20.00 x 10 years (years 11-20)	=		200.00
\$23.50 x 10 years (years 21-30)	=		<u>235.00</u>
		\$	620.00

Offset Formula:

Step 1

3% x \$1,083.33	=	\$	32.50
2% x \$583.34	=		11.67
1% x \$1,333.33	=		<u>13.33</u>
		\$	57.50

Step 2

\$57.50 x 30	=	\$	1,725.00
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Step 3

$$\$1,725.00 - (50\% \text{ of } \$1,000) = \$ 975.00$$

Your retirement benefit would be \$975.00, since this is the largest benefit under the three formulas. **Note:** The offset formula does not apply to all OMP team members. See the “CALCULATION OF PENSION BENEFIT” section for information regarding the requirements you must satisfy to be eligible for this formula.

Other Factors Affecting Your Benefit Calculation

You should note that the following factors, among others, could affect the amount of your pension benefit:

- The benefit formulas are based upon payment in the form of a single life annuity. If you receive your benefit in a different form, the amount will be reduced. See the “FORM OF PAYMENT OF PENSION BENEFITS” section.
- If you retire early and begin receiving your benefit before your normal retirement age, your benefit will be reduced. See the “YOUR PENSION BENEFIT IF YOU RETIRE EARLY” section.
- If your benefits begin after your normal retirement age, your benefits will be increased.
- If you terminate employment with Meijer and are later rehired, a separate benefit calculation will be made for each period of employment. See the “SPECIAL RULES FOR REHIRED TEAM MEMBERS” section.
- See the “SPECIAL RULES FOR TRANSFERRED TEAM MEMBERS” section and “SPECIAL RULES FOR REHIRED RETIREES” section which contain special rules relating to the calculation of pension benefits for transferred team members and rehired team members.

EXHIBIT B**Benefit Rates for OMP Team Members Who Terminated Employment with Meijer Before 1988**

As described in the “CALCULATION OF PENSION BENEFIT” section, your pension benefit is the larger of the amounts calculated under formulas that apply to you. The Set-Rate Formula has been periodically changed. This exhibit describes the benefit rates in effect under the Set-Rate Formula if you terminated employment before 1988.

Termination Date From January 1, 1982 Through December 31, 1987

Years of Benefit Service	Benefit Rate
First 15 years	\$18.00
Next 10 years (years 16-25)	\$20.00
Over 25 years	\$22.00

Termination Date from January 1, 1979 through December 31, 1981

Years of Benefit Service	Benefit Rate
First 15 years	\$16.00
Next 10 years (years 16-25)	\$18.00
Over 25 years	\$20.00

Termination Date from January 1, 1976 through December 31, 1978

Years of Benefit Service	Benefit Rate
First 15 years	\$8.00
Next 10 years (years 16-25)	\$9.00
Over 25 years	\$10.00

Termination Date from January 1, 1973 through December 31, 1975

Years of Benefit Service	Benefit Rate
First 15 years	\$7.00
Next 10 years (years 16-25)	\$8.00
Over 25 years	\$9.00

EXHIBIT C

Set-Rate Formula - Team Members Hired Before 1988 and Who Terminated with Meijer Before 1996

If you were hired by Meijer before 1988, had an hour of service after 1987 but did not have an hour of service after December 31, 1995, your basic pension benefit under the Set-Rate Formula is a monthly benefit determined by multiplying your years of benefit service by the applicable rate or rates in the following chart:

Years of Benefit Service	Rates for Benefit Service Earned Before 1/1/88	Rates for Benefit Service Earned From 1/1/88-12/31/91	Rates for Benefit Service Earned After 12/31/91
First 10 years	\$18.00	\$18.00	\$19.00
Next 5 years (years 11-15)	\$18.00	\$18.00	\$20.00
Next 5 years (years 16-20)	\$20.00	\$20.00	\$20.00
Next 5 years (years 21-25)	\$20.00	\$20.00	\$25.00
Remaining years (years after 25)	\$22.00	\$24.00	\$25.00

Set-Rate Formula - Team Members Hired After 1987 and Who Terminated with Meijer Before 1996

If you were hired after 1987 and did not have an hour of service after December 31, 1995, your basic pension benefit under the Set-Rate Formula is a monthly benefit determined by multiplying your years of benefit service by the applicable rate or rates in the following chart:

Years of Benefit Service	Rates for Benefit Service Earned Before 1/1/92	Rates for Benefit Service Earned After 12/31/91
First 5 years	\$17.00	\$17.00
Next 5 years (years 6-10)	\$18.00	\$18.00
Next 5 years (years 11-15)	\$18.00	\$20.00
Next 5 years (years 16-20)	\$20.00	\$20.00
Next 5 years (years 21-25)	\$20.00	\$22.50
Remaining years (years after 25)	\$22.50	\$22.50