SUMMARY PLAN DESCRIPTION OF THE CINTAS PARTNERS' PLAN

(as of January 1, 2010)
Working side by side for you

THIS DOCUMENT CONSTITUTES PART OF A PROSPECTUS COVERING SECURITIES THAT HAVE BEEN REGISTERED UNDER THE SECURITIES ACT OF 1933.

THIS DOCUMENT IS ALSO THE SUMMARY PLAN DESCRIPTION OF THE PLAN UNDER THE EMPLOYEE RETIREMENT INCOME SECURITY ACT OF 1974 AS AMENDED.

Este folleto contiene un resumen en inglés de tus derechos y beneficios bajo el Plan de Socios de Cintas. Si tienes dificultad para entender cualquier parte de este folleto, contacta el Centro de Servicio de Cintas al 1-866-256-6559. Los representantes están disponibles de 7:00 a.m. a 5:00 p.m. hora Central, de lunes a viernes.

To contact the Partners' Plan, log on to www.hrworkways.com/cintas or call 1-866-256-6559.

Revised January 2015

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I. GENERAL INFORMATION

This document describes the Cintas Partners' Plan (the "Plan"). The Plan offers a tax-advantaged way employees (referred to as "partners") of Cintas Corporation and its participating subsidiaries (collectively the "Company" or "Cintas") may accumulate capital on a regular and long-term basis for their retirement income needs.

Information about the Plan can also be obtained by calling the Cintas Service Center at **1-866-256-6559** or by logging on to the website at **www.hrworkways.com/cintas.**

II. OVERVIEW OF THE PLAN

The Cintas Partners' Plan is designed to provide you with a source of retirement income after your career with Cintas is complete. The Partners' Plan is made up of three portions: 401(k), Profit Sharing, and Employee Stock Ownership Plan (ESOP).

The 401(k) portion of your Plan account may include your 401(k) Personal Contributions (these are sometimes called Pre-Tax or Before-Tax Contributions), Matching Contributions, Rollover Contributions (from a prior qualified plan or an IRA rollover), After-Tax Contributions (new contributions are no longer permitted), and any Transfer Contributions, if applicable. The types of contributions are explained later.

The Profit Sharing and ESOP portions of your Plan account include contributions made entirely by Cintas on your behalf. You are not permitted to make contributions to these two portions of the Plan.

Company contributions, which include Matching, Profit Sharing, and ESOP Contributions, are determined at the Company's discretion after the end of the fiscal year, May 31. To receive a Matching, Profit Sharing and ESOP Contribution, you must be an eligible partner on the last business day of the fiscal year (May 31) and have been credited with at least 1,000 hours of service during the preceding Plan Year (January 1 - December 31). To receive a Matching Contribution to the 401(k) portion of the Plan, you also must make 401(k) Personal Contributions.

The three portions of the Partners' Plan – 401(k), Profit Sharing and ESOP – combine to provide you with a financial base for retirement.

This document is not intended to describe completely all of the provisions of the Plan. In the case of any conflict or apparent conflict between this summary plan description and the full text of the Plan, the full text controls. Copies of the Plan are available from the Plan Administrator and will be provided to you upon written request. Cintas may make a reasonable charge for copies. By becoming a participant in the Plan, you agree to the terms of the Plan together with any amendments that may be made from time to time.

Be sure to read this summary plan description carefully.

III. PROFIT SHARING AND EMPLOYEE STOCK OWNERSHIP

The Partners' Plan provides two opportunities for you to share in the financial success of Cintas, through a Profit Sharing Contribution and an Employee Stock Ownership Plan (ESOP) Contribution. Each year, Cintas may make a discretionary contribution to the Profit Sharing and ESOP portions of the Plan. These contributions are normally made approximately 60 to 90 days after the last day of the fiscal year, May 31. These contributions are set aside in the Profit Sharing and ESOP portions of your account, respectively, for retirement. Let's look at these two important Cintas contributions.

A. Eligibility

Each year, Cintas may set aside an amount to be used to make Profit Sharing and ESOP Contributions to the Plan. To be eligible to become a participant, you must be an active partner and be credited with at least 1,000 hours of service. Once you are credited with 1,000 hours of service, you automatically become a participant in the Profit Sharing and ESOP portions of the Plan on the same date you are credited with 1,000 hours of service.

This is an example of how this eligibility works:

We will assume John, a Cintas partner, is hired on February 1, 2015. As soon as John is credited with 1,000 hours, he will become a participant on that date and will be eligible for Profit Sharing and ESOP Contributions for the Plan Year ending December 31, 2015.

If John is not credited with 1,000 hours in 2015 but is credited with 1,000 hours by February 1, 2016, he will be eligible to enter the Plan on that date and would then be eligible to receive his first Profit Sharing and ESOP Contributions as of the Plan Year ending December 31, 2016.

Special note *only* if you were hired between June 1, 2004 and December 31, 2004: If you were hired between June 1, 2004 and December 31, 2004, you will become a participant on June 1, 2005 even if you are not credited with 1,000 hours of service.

If you are not credited with 1,000 hours as of your one-year anniversary date, you will become eligible when you are credited with 1,000 hours on a Plan Year basis (January 1 through December 31) in any Plan Year after that.

Using the example of John above, after February 1, 2016, John's service will start being counted again as of January 1, 2016 (on a Plan Year basis). If he is credited with 1,000 hours before December 31, 2016, he will become a participant for Profit Sharing and ESOP Contributions on that date. For example, if he has 1,000 hours on June 2, 2016, he will enter the Plan for Profit Sharing and ESOP Contributions on June 2, 2016. He would be eligible to receive his first Profit Sharing and ESOP Contributions as of the Plan Year ending December 31, 2016.

You will not be eligible if you are: (1) a member of a collective bargaining unit if benefits were the subject of good faith bargaining (except to the extent provided by the relevant collective bargaining agreement); (2) a nonresident alien; (3) an independent contractor; (4) an employee of a temporary agency; (5) performing services in any capacity other than as an employee; (6) eligible to participate in another qualified plan sponsored by Cintas or one of its subsidiaries; (7) employed by a foreign affiliate; or (8) an intern, scholar, or co-op student.

To receive an allocation to your account of both the Profit Sharing and ESOP Contributions, you must be an eligible partner (as described above) on the last business day of the fiscal year ***and*** have service credit of at least 1,000 hours during the Plan Year for which the contribution is made.

> ***This is an example of how this rule works:***
>
> ***We will assume John has 1,000 hours on August 1, 2015 and becomes eligible to participate on August 1, 2015. John was credited with 1,000 hours of service during the Plan Year (from January 1, 2015 to December 31, 2015), but he must also be an eligible partner on May 31, 2016 (this is the last business day of the fiscal year) to receive Profit Sharing and ESOP Contributions.***
>
> ***For the next year in 2016, John must again be credited with 1,000 hours during the Plan Year and be an eligible partner as of May 31, 2017.***
>
> ***If John is only credited with 950 hours, he will not receive a contribution even if he is employed on May 31, 2017. Similarly, if John terminates his employment or has become a member of an ineligible class on May 29, 2017, he will not receive a contribution even if he was credited with 1,000 hours or more during the preceding Plan Year.***

If you have not elected how your Partners' Plan contributions are to be invested, you will need to do so before a Profit Sharing Contribution is made to your account. Otherwise, the money will be invested in the Plan's default investment choice if you do not make an election which is the T. Rowe Price Target Date Fund that corresponds to your age at the time the Profit Sharing Contribution is made. Before March 30, 2004, the Plan’s default investment choice for Profit Sharing Contributions was the Fifth Third Stable Value Fund.

If you are already participating in the 401(k) portion of the Plan, your Profit Sharing Contributions will be invested in the same manner as your 401(k) Personal Contributions. ESOP Contributions are invested solely in the Cintas Stock Fund. (See Section X called Investment of Contributions for more information.)

B. <u>Allocation</u>

The Company contributions are allocated to eligible partners based on a point system. You will be credited with 1 point for each $100 of eligible compensation you receive for the Plan Year and 5 points for each year of service. Your share of each contribution is calculated using the formula below. To help you understand how the formula works, we have divided it into four steps.

Company Profit Sharing and ESOP Contributions	
Step 1	Cintas determines the total amount of Profit Sharing and ESOP Contributions, if any, to be deposited into the Partners' Plan.
Step 2	Your share of the contribution is determined by using the following formula: 1 point for every $100 of eligible compensation (as defined in the Plan) + 5 points for every year of service (as defined in the Plan)
Step 3	Your points are divided by the total points of all participants to determine a percentage.
Step 4	This percentage is multiplied by the amount of the Profit Sharing and ESOP Contribution that Cintas allocates. The result is the Profit Sharing and ESOP Contribution made to your account by Cintas. This amount is deposited into the Profit Sharing and ESOP portions of your Plan account.

This is an example of how your share of each Cintas Profit Sharing and ESOP Contribution is calculated:

We will assume John, our Cintas partner, earns $20,000 a year and has six years of service. We will also assume the total points of all participants are 5,000,000. John's share of the Profit Sharing and ESOP Contributions made by Cintas would be calculated as follows:

Step 1 ***Cintas makes a $16,000,000 Profit Sharing Contribution and also makes a $2,500,000 contribution to the ESOP.***

Step 2 ***John's total points are calculated as follows:***

1 point for every $100 of eligible pay = 200 points

+

<u>5 points for every year of service</u> = <u>30 points</u>

230 points

Step 3 ***John's points are divided by the total points of all participants:***

230 ÷ 5,000,000 = .000046 or .0046%

Step 4 ***John's share of the Profit Sharing Contribution would be $736:***

$16,000,000 x .0046% = $736

John's share of the ESOP Contribution will be $115:

$2,500,000 x .0046% = $115 (which may be contributed in the form of shares)

Step 5 ***ESOP Contributions may be deposited in the form of cash or shares of Cintas Common Stock. If shares will be deposited, the share price as of May 31 will be used to determine the number of shares of Cintas Stock that John will receive. In this example, the share price as of May 31 is $44.***

$115 ÷ $44 = 2.61 shares

John's share of the ESOP Contribution would be 2.61 shares. John's share of the contribution is deposited into his Plan account for retirement.

John shares in the Profit Sharing and ESOP Contributions that Cintas made because he was an eligible partner, and was credited with at least 1,000 hours during the preceding Plan Year. In addition, John was also an active partner on May 31 (or the last business day of the Plan Year).

In addition to Company contributions, your Plan account is credited with investment earnings or losses. A pro-rata share of any Plan forfeitures may also be credited to your account after the end of each Plan Year. ***Forfeitures refer to that portion of a former partner's account which is not vested.***

So far, you have seen how Cintas contributes to your future financial security. Now let's discuss how you can contribute to your future financial security through the 401(k) portion of the Partners' Plan.

IV. 401(K) PERSONAL CONTRIBUTIONS

The 401(k) portion of the Partners' Plan offers you a convenient way to set aside money for your retirement. In addition, Cintas may make a discretionary Matching Contribution to your 401(k) account based on the amount you have contributed during the Plan Year. Cintas hopes that by working together with you, your 401(k) Personal Contributions and the Company's Matching Contributions add up to a more secure financial future for you and your family.

A. Eligibility

The 401(k) portion of the Plan is open to all eligible partners of Cintas. To be eligible to participate, you must complete 3 months of service. After 3 months, you will be automatically enrolled to participate in the 401(k) portion of the Plan.

You will not be eligible if you are: (1) a member of a collective bargaining unit if benefits were the subject of good faith bargaining (except to the extent provided by the relevant collective bargaining agreement); (2) a nonresident alien; (3) an independent contractor; (4) an employee of a temporary agency; (5) performing services in any capacity other than as an employee; (6) eligible to participate in another qualified plan sponsored by Cintas or one of its subsidiaries; (7) employed by a foreign affiliate; or (8) an intern, scholar, or co-op student.

B. Enrolling in the 401(k) Portion of the Plan

Effective January 1, 2012, you will be **automatically enrolled in the 401(k) portion of the Partners' Plan** once you are eligible unless you have otherwise made an affirmative election. If you have not made your own individual election, you will be enrolled for a 3% pre-tax contribution to be made to the Plan from your compensation. The automatic contribution will be invested in the Plan default fund if no other investment elections have been made by you and are on file.

Initially you will have until the end of your eligibility period or December 30, 2011, whichever is later, to **opt out** of automatic enrollment. Thereafter, if you are a new partner, you have until the end of your 3-month eligibility period to opt out of automatic enrollment or to elect a different contribution or investment. To opt out of the automatic enrollment or to elect a different contribution or investment, you must call the Cintas Service Center at **1-866-256-6559** or log on to the website at **www.hrworkways.com/cintas.**

If you were automatically enrolled and did not timely opt out, you may **withdraw** your contributions and associated earnings (gains or losses) during the 90 day period starting with the date the first contribution is posted to your account. Withdrawals of automatic enrollment contributions can only be done by calling the Cintas Service Center at **1-866-256-6559**.

Prior to meeting the 3 months eligibility period, partners can enroll in the 401(k) portion of the plan to specify a contribution amount other than 3% and to make an investment election, and deductions will begin once you qualify. To enroll this way, you must call the Cintas Service Center at **1-866-256-6559** or log on to the website at **www.hrworkways.com/cintas**. You will create your password when you enroll in the Plan. In addition the Plan's recordkeeper will mail a confirmation statement to you that will confirm your password. After you enroll, if your deductions are not being made as you expect or you want to change the amount of your contribution, you should contact the Cintas Service Center at **1-866-256-6559**.

You must also designate your investment elections when you enroll. This is when you indicate how you would like your savings invested among the investment funds. (See Section X called Investment of Contributions for more information.)

If you do not designate investment elections, your contributions will be invested in the Plan's default fund which is the T. Rowe Price Target Date Fund that corresponds to your age at the time the 401(k) Contribution is made. To change how your contributions are invested after enrollment you should call the Cintas Service Center at **1-866-256-6559** or log on to the website at **www.hrworkways.com/cintas**.

In addition to the enrollment process, you must designate a beneficiary for your Plan account. If you are a married participant or a same sex registered partner pursuant to a union that is recognized under any state, city or county that offers partner registration, same sex marriage, a civil union, or such other officially recognized status (hereinafter referred to as a "same sex registered partner") with no beneficiary on file, in the event of your death, your Plan account balance will be paid to your legal spouse or, if none, to your same sex registered partner. If you are a single participant with no beneficiary on file, your Plan account balance will be paid to your estate. To designate a beneficiary, you should call the Cintas Service Center at **1-866-256-6559** or log on to the website at **www.hrworkways.com/cintas**.

C. Amount of Savings

You may elect to save up to 75% of your pay as your 401(k) Personal Contribution. Your Personal Contribution will be made on a pre-tax basis and must be a whole percentage from 1% to 75%. In addition, federal law limits the dollar amount you can contribute.

If you are a highly compensated employee (an HCE), which is defined annually by the Internal Revenue Service (IRS), your 401(k) Personal Contributions may be limited further. If you are an HCE, you may elect to make 401(k) Personal Contributions on a pre-tax basis in whole percentages from 1% to 6% of your eligible compensation. Current IRS regulations may also restrict the amount of personal contributions that may be made because of limits on compensation that are considered in making these contributions.

These limits are required to ensure that the Plan is operating in a non-discriminatory manner with respect to contributions. Tests of partner contributions are mandated by IRS regulations. In the course of performing these tests, contributions may need to be further limited. If you are limited by the performance of these tests, you will be notified.

D. Catch-Up Contributions

The federal government has enacted a special provision to allow participants age 50 and over to elect to make additional contributions called catch-up contributions. These contributions are permitted for participants who are making the maximum 401(k) Personal Contributions permitted by the Plan or federal law. For 2015, catch-up contributions can be up to $6,000 per year. The Company Matching Contributions do not apply to catch-up contributions.

E. Changing Elections

1. Changing Your Savings Percentage

If you wish to make changes to your savings percentage, you must do so by calling the Cintas Service Center at **1-866-256-6559** or logging on to the website at **www.hrworkways.com/cintas**.

The system will allow you to make savings percentage changes daily, however the last percentage change made prior to payroll running for that pay period will be the percentage taken from your pay for that period. The change will become effective within two payroll cycles after you make the change. You should contact the Cintas Service Center at **1-866-256-6559** if your changes are not being made as you expect.

2. Changing Investments

When you enroll in the 401(k) portion of the Plan, you have the opportunity to select from a variety of investment options for the 401(k) portion of your Plan account. The Plan's investment options are periodically reviewed by the Investment Policy Committee. If changes are made, you will be given information and materials to help you understand the options available.

NOTE: When you select your investment options, the choices will apply to your 401(k), Matching, and Profit Sharing Contributions. Even if you choose not to participate in the 401(k) portion of the Plan, you should still select your investment allocations for the Profit Sharing Contributions and monitor your selections from time to time.

Following your initial enrollment, you can change your investment elections at any time. If you wish to make changes to your investment elections for future contributions or to transfer existing fund balances, you must do so by calling the Cintas Service Center at **1-866-256-6559** or logging on to the website at **www.hrworkways.com/cintas**.

The new investment elections will affect future 401(k) Contributions, Matching, and Profit Sharing Contributions as well as your existing amounts in these accounts. If you elect not to participate in the 401(k) portion of the Plan, you may still change the way your Profit Sharing Contributions are invested.

Changes made before 4:00 p.m. (Eastern Standard Time) on the days the stock market is open will be effective the same day that the transaction is requested. While this is the normal procedure and every reasonable effort will be made to complete transactions within this time, there may be exceptions on occasion.

F. The 401(k) Advantage

Your personal contributions to the 401(k) portion of your Plan account are made on a pre-tax basis, which saves you money. Saving on a pre-tax basis is very different from saving the way most of us are used to -- like opening a regular passbook savings account at a bank or credit union. That money goes into your savings account after taxes have been taken out of your pay.

Pre-tax savings through the 401(k) portion of the Plan offers an important tax advantage. Your savings are deducted from your pay before any federal and state income taxes are calculated. This lowers your taxable income, which means you pay less in current taxes. In fact, your 401(k) Personal Contributions, Matching Contributions and your account's investment return are not taxed until they are paid out to you.

An example:

Let's compare pre-tax savings through 401(k) personal contributions to after-tax savings outside the Plan, such as a traditional savings account. Let's look at John, our Cintas partner who earns $20,000 a year and who saves 5% of his pay (or $1,000 per year) through the 401(k) portion of the Plan. Since John's savings go into his account before income taxes are taken out, the taxable income shown on his W-2 form is $19,000 ($20,000 - $1,000 = $19,000). It is this lower amount on which he currently pays taxes. The chart below shows the advantage of pre-tax savings through 401(k) Personal Contributions, using assumed tax rates.

	Pre-tax Saving Through 401(k) Personal Contributions	*Traditional After-Tax Saving*
Annual pay ***Minus 401(k) Personal contributions***	***$20,000*** ***- 1,000***	***$20,000*** ***0***
Net taxable income ***Minus estimated income tax Withheld (15% tax bracket)***	***$19,000*** ***- 2,850***	***$20,000*** ***- 3,000***
Take-home pay ***Minus after-tax saving***	***$16,150*** ***0***	***$17,000*** ***- 1,000***
Spendable pay	***$16,150***	***$16,000***
Increase in spendable pay	***$150***	***None***

As you can see, John not only saved $1,000 for the future through his 401(k) personal contributions (5% of his pay), he also has $150 more spendable income each year. That's the real advantage to saving the pre-tax way.

V. CINTAS MATCHING CONTRIBUTIONS

When you make 401(k) Personal Contributions to the Partners' Plan, you may receive an additional contribution from Cintas called a Matching Contribution. With your 401(k) Personal Contributions and the discretionary Matching Contributions, you and Cintas can work together toward building your account for retirement. The amount of the Matching Contribution made to the Plan, if any, is determined at the discretion of Cintas after the close of each fiscal year (May 31) and is usually posted to your Plan account approximately 60 to 90 days after the last day of the fiscal year. Here's how the Matching Contribution works.

Step 1 Each year the Board of Directors, at its sole discretion, determines the amount of the Matching Contribution.

Step 2 Your share of the Matching Contribution depends upon how much you save by making 401(k) Personal Contributions to the Plan. The more you save through 401(k) Personal Contributions, the more you receive in Matching Contributions. However, the Company may limit the percentage of 401(k) Personal Contributions it will match.

An example:

We will assume that the Company Matching Contribution is determined to be 20% of the 401(k) Personal Contributions made for the Plan Year. Let's say John earns $20,000 a year and saves 5% of his pay (or $1,000) through payroll deductions deposited into the Plan. This means that his share of the Matching Contribution would be 20% of his 401(k) Personal Contributions -- or $200.

To receive a Matching Contribution, you must be an eligible partner on the last business day of the fiscal year, be making 401(k) Personal Contributions, and have been credited with 1,000 hours (unless a different number of hours is provided in the Plan for prior employees of a company acquired by Cintas) during the Plan Year for which the contribution is made. The Match may only apply to a certain percentage of your 401(k) Personal Contributions that you make to your Plan account.

An example:

Let's assume that the Company Matching Contribution is determined to be 20% of the 401(k) Personal Contributions made for the Plan Year. Janet earns $25,000 a year and saves 12% of her pay (or $3,000) through payroll deductions deposited into the Plan. However, the match only applies to the first 10% of 401(k) personal contributions, so her share of the Matching Contributions would be 20% of $2,500 (10% of her pay) – or $500.

Remember that the Matching Contribution is only **one** way Cintas contributes to your retirement income. When you add in Profit Sharing and ESOP Contributions, you can see that the Partners' Plan represents an important investment in your future.

VI. OTHER CONTRIBUTIONS

There are three additional types of contributions that may be held in the 401(k) portion of your Plan account.

A. Rollover Contributions

If you are an eligible partner, you may roll over funds from a previous employer's qualified plan or a conduit individual retirement account (an "IRA") into the Partners' Plan at any time. Rollover Contributions may be invested in the Plan before you become eligible to begin making weekly contributions from your paycheck or before you are eligible for Profit Sharing or ESOP Contributions. You should have the rollover check made payable to ***Fifth Third Bank, Trustee for the Cintas Partners' Plan***. To receive a rollover form, call the Cintas Service Center at **1-866-256-6559** or log on to the website at **www.hrworkways.com/cintas**.

B. After-Tax Contributions

Prior to July 1, 1993, the Plan allowed contributions to the Profit Sharing portion of the Plan on an after-tax basis. On July 1, 1993, the 401(k) portion of the Plan was added and additional after-tax contributions were no longer permitted. However, after-tax contributions that were made prior to this change continue to be held in the 401(k) portion of your Plan account. These contributions will be identified as After-Tax Contributions under the Contribution Summary section of your quarterly statement.

C. Transfer Contributions

As Cintas acquires the stock of other companies, the 401(k) plans of these other companies may be merged into the Partners' Plan. If you participated in one of the 401(k) plans that was merged into the Partners' Plan, the assets from your prior 401(k) plan are transferred to the trustee of the Partners' Plan and held in the 401(k) portion of your Plan account. These contributions will be identified as Transfer Contributions under the Contribution Summary section of your quarterly statement. The Transfer Contributions may have different requirements for vesting and distributions than other contributions in the Partners' Plan. These different rules will be continued, as required by federal law, for the Transfer Contributions.

VII. WITHDRAWALS FROM THE PLAN

The Partners' Plan is designed to be your retirement plan. Therefore, withdrawals from your Plan account while you are working for Cintas are limited. Profit Sharing, ESOP and Matching Contributions made by Cintas are not available for withdrawal while you are an active partner, with the exception of hardship and age 65 withdrawals, as described below.

A. Loans

While you are an active partner, you may request a loan from your 401(k) Personal Contributions, Rollover Contributions and any vested Transfer Contributions. **You may not take out loans from the Matching, Profit Sharing or ESOP portions of your Plan account**.

1. To request a loan, you should contact the Cintas Service Center at **1-866-256-6559** or log on to the website at **www.hrworkways.com/cintas**.

2. There is a $125 initial loan-processing fee that will be deducted from your account for each loan requested.

3. The minimum loan amount is $500.

4. The loan, together with all other existing loans, may not exceed the lesser of (1) $50,000 or (2) 50% of your available contributions. The $50,000 figure must be reduced by your highest outstanding loan balance during the last 12 month, even if repaid. For example, if your highest loan balance was $37,000 in the last year, you would be limited to $13,000 in additional or new loans.

5. The loan will be treated as an investment directed by you. This means that the investments that you have elected will be liquidated on a pro-rata basis in order to make the loan to you. As the loan is repaid, the repayment amounts will be reinvested in your account as you most recently elected.

6. Your loan check will be mailed to your home address on file within 7 to 10 business days. There are no forms to complete when applying for a loan. Your signature on the check is your agreement to the terms of the loan.

7. The repayment term for any loan may not be less than six months and no more than five years. You may not have more than two outstanding loans at one time from any plan sponsored by Cintas or an Affiliated Employer. The amount of interest payable under the loan will be 1% over the prime interest rate as published in the *Wall Street Journal*, as of the first business day of the calendar quarter in which the loan is taken. The interest rate is fixed throughout the term of the loan.

8. The loan is repaid through payroll deductions and is applied to your account, according to your investment elections on file. You may prepay the full amount of the loan plus interest at any time, without penalty, by calling the Cintas Service Center at **1-866-256-6559** or logging on to the website at **www.hrworkways.com/cintas**. Your loan is immediately due and payable if you terminate employment for any reason or fail to make a required payment. If you fail to make payment within 30 days from the request for payment or termination of employment (for reasons other than death) your 401(k) balance will be reduced by the amount outstanding on the loan.

9. The unpaid portion of a loan will be deducted prior to making a final distribution. This is considered a taxable distribution from your Plan account, and all applicable taxes would be deducted.

10. If you are involved in a bankruptcy (voluntary or involuntary), your loan is immediately due and payable. If you fail to repay it, the unpaid portion of a loan will be considered defaulted. You will be responsible for payment of applicable taxes for the year the loan is defaulted unless the loan is repaid in full in the year it is defaulted.

11. If you have previously defaulted on a loan while an active partner, the loan will be treated, until repaid in full, as an outstanding loan when calculating future loan amounts available and when determining the maximum number of loans you may have outstanding.

12. Partners on an unpaid leave of absence are not permitted to take a new loan while on unpaid leave.

13. In the event of your death, the unpaid portion of the loan will be deducted prior to making a final distribution to your beneficiary(ies).

An example:

Let's assume that Chris has the following accounts in the Plan:

401(k) Personal Contributions	***$30,000***
Rollover Contributions	***10,000***
Transfer Contributions	***0***
Matching Contributions	***6,000***
Profit Sharing Contributions	***10,000***
ESOP Contributions	***10,000***

Chris has $40,000 available for a loan ($30,000 of 401(k) Personal Contributions + $10,000 of Rollover Contributions). Remember your Matching Contributions, Profit Sharing Contributions and ESOP Contributions are not available for a loan. Chris may take a loan up to $20,000 (50% of his $40,000 that is available for a loan).

If Chris had taken a loan last year of $5,000, he would only have up to $15,000 available for a loan this year ($20,000 less the $5,000 loan taken last year).

If Chris had a total of $120,000 in his accounts available for a loan, he still may only borrow $50,000. Even though 50% of $120,000 is $60,000, loans may never exceed $50,000.

B. Hardship Withdrawals

In the event of a financial hardship, you may request a Hardship Withdrawal from your 401(k) Personal Contributions, vested Matching Contributions, and vested Transfer Contributions, if applicable. **Hardship Withdrawals may not be taken from your Profit Sharing and ESOP Contributions**.

Hardship Withdrawals may only be requested after all available loans and in-service withdrawals have been exhausted from the Partners' Plan, as well as any other plans sponsored by the Company. The Internal Revenue Service has guidelines for the approval of Hardship Withdrawal requests. Requests may be approved for the following reasons:

- Medical expenses that are not reimbursed (for you and your eligible dependents);
- Purchase of your primary residence;
- Tuition and related education expenses for post-secondary education for the next 12 months (for you and your eligible dependents);
- Prevention of eviction or foreclosure from your primary residence;
- Burial or funeral expenses for your deceased spouse, parents, children or dependents; or

- Expenses incurred for repairs of damage to your principal residence that would qualify as deductible casualty expenses under Section 165 of the Internal Revenue Code.

You will be required to provide documentation that supports both the reason and amount of the financial hardship.

If your request is not approved, you will be sent a letter explaining why the hardship withdrawal can not be granted.

If you receive a hardship withdrawal, you may not make 401(k) Personal Contributions for 6 months from the date of withdrawal. After the 6-month suspension period is over, and you wish to begin making 401(k) Personal Contributions, you may re-enroll by calling the Cintas Service Center at **1-866-256-6559** or logging on to the website at **www.hrworkways.com/cintas**. 401(k) Personal Contributions will not be restarted unless you elect to re-enroll at any time after the suspension period. The Plan's recordkeeper will send you a reinstatement notice to remind you that you are eligible to re-enroll in the 401(k) portion of the Plan.

In addition, in the calendar year following the year of the hardship withdrawal, the amount of your 401(k) Personal Contributions will be limited to the difference between the maximum amount that may be deferred that calendar year (as established by the Internal Revenue Code) and the amount of the 401(k) Personal Contributions that you made in the year of the hardship withdrawal. This limit is required by government regulation. An example of how this limit works is as follows:

Amount of 401(k) Personal Contributions in 2014 (in Year of Hardship)	**Limit the Following Calendar Year (Based upon IRS Limit of $18,000 for 2015)**
$2,500	$15,500
$5,000	$13,000

The minimum Hardship Withdrawal request is $500.

Because a hardship withdrawal is considered to be a distribution, it is subject to certain taxes. These taxes are as follows:

- There is a mandatory 20% withholding of federal income tax.
- If you are under age 59½, a 10% early withdrawal penalty tax may be due to the IRS at the time you file your income taxes. At your request, Cintas will withhold this amount from your hardship withdrawal.

If you are considering a hardship withdrawal from your Plan account, you may want to consult a personal financial advisor to find out how the withdrawal will affect your taxable income.

C. **Age 65 Withdrawal**

Effective November 1, 2010, once you have attained age 65 and have 10 years vesting service you may withdraw all or a portion of your vested Matching, Profit Sharing, and ESOP contributions that have been in the Plan for two or more years. The minimum withdrawal amount is $500.

D. **Distributions After Age 59½**

You may withdraw your 401(k) Personal Contributions, After-Tax Contributions, Rollover Contributions and Transfer Contributions after you are age 59½ for any reason. The minimum withdrawal amount is $500. This type of withdrawal is not subject to the 10% early withdrawal penalty tax, but is still subject to ordinary income taxes and the mandatory 20% withholding of federal income tax, unless you direct the Trustee to roll over your withdrawal into another qualified retirement plan or an IRA.

E. **Other Withdrawals**

You may withdraw your After-Tax and Rollover Contributions at any time. The minimum amount of a withdrawal from these accounts is $500. In addition you may also be able to withdraw money from your Transfer Contributions if your previous employer's plan would have permitted the withdrawal. For more information about these types of withdrawals, you should contact the Cintas Service Center at **1-866-256-6559** or log on to the website at **www.hrworkways.com/cintas**.

VIII. VESTING

Vesting is the term used to describe your "ownership" of the funds in your Plan account. You are always 100% vested in your 401(k) Personal Contributions, After-Tax Contributions and Rollover Contributions.

Vesting of your Matching, Profit Sharing and ESOP Contributions is dependent on your years of service calculated by Plan Years ("Plan Years of Service"). Vesting of any Transfer Contributions (a prior plan of a company acquired by Cintas) will vary based upon the vesting schedule of the prior plan.

Matching Contributions made for Plan Years ending May 31, 2003 and after, will vest on the following "five-year graded" schedule:

1	0%
2	20%
3	40%
4	60%
5	100%

Matching contributions for Plan Years ending before May 31, 2003 will vest after you have been credited with five Plan Years of Service, with no partial vesting.

Effective with Plan Years beginning on and after January 1, 2007, Profit Sharing and ESOP Contributions are completely vested after you have been credited with three Plan Years of Service with no partial vesting before you have three Plan Years of Service. Profit Sharing and ESOP Contributions made for Plan Years prior to January 1, 2007 and prior are completely vested after you have been credited with five Plan Years of Service, with no partial vesting before you have five Plan Years of Service.

If you leave the Company before you complete the required years of vesting credit, the Company contributions made to your account will be forfeited.

For each Plan Year that you are credited with 1,000 hours of service, you receive one year of vesting credit. Prior to June 1, 2005, the Plan Year was the same as the fiscal year (June 1 – May 31). For the short plan year (June 1, 2005 – December 31, 2005), a year of vesting service is credited if you completed 1,000 hours of service for the period beginning January 1, 2005 and ending December 31, 2005.

If you retire at the age of 65 or older, become totally disabled at any age, or in the event of your death while an active partner, your account will automatically be 100% vested, regardless of your years of vesting credit.

Notwithstanding the above, if you were a partner of CC Shredding Holdco LLC ("CC Shredding") who was leased to Shred-it USA LLC or CDD LLC ("Shred-It") and separated from service from CC Shredding on December 31, 2014, and reemployed with Shred-it as of January 1, 2015, you will be 100% vested in your ESOP Contributions, Profit Sharing Contributions and Matching Contributions as of January 1, 2015; and, if you were a partner of the Document Storage division of Cintas Corporation No. 2 (a "Storage and Imaging Partner") who separated from service on October 31, 2014, in connection with the corporate transaction relating to Storage and Imaging Partners, and was reemployed with Access CIG, LLC or a related entity as of November 1, 2014, you will be 100% vested in your ESOP Contributions, Profit Sharing Contributions and Matching Contributions as of October 31, 2014.

IX. FORFEITURE AND REINSTATEMENT

You are always vested and cannot forfeit the value of your 401(k) Personal Contributions, Rollover Contributions, and After-Tax Contributions. However, if your employment terminates, and you are not vested in the value of Cintas' contributions (Profit Sharing, ESOP and Matching Contributions) you will forfeit the value of these nonvested contributions. You will also forfeit the nonvested value of any Transfer Contributions.

If your Company contributions are forfeited and you are later rehired by Cintas or any subsidiary of Cintas prior to having five consecutive one-year breaks in service, the forfeited contributions will be restored if you repay any distribution you have received. Certain Transfer Contributions and Matching Contributions will not be restored unless you repay any amounts that may have been distributed to you. For purposes of this provision, a "one-year break in service" means a Plan Year during which you are not credited with more than 500 hours of service with Cintas or any affiliate.

If you have five consecutive one-year breaks in service, you permanently forfeit your non-vested Company contributions, even if you are later rehired. Forfeitures will be used first to restore forfeitures of partners who are rehired; next, to make administrative corrections and offset the cost of administering the Plan; and next, to reduce future contributions to the Matching Contributions, Profit Sharing Contributions or ESOP Contributions. Thereafter, forfeitures may be allocated among partners pursuant to the terms of the Plan.

X. INVESTMENT OF CONTRIBUTIONS

A. Your Direction of Investments

When you are eligible to participate in the Plan, you will need to choose how you want your money invested. The Partners' Plan currently has several investment options, including Cintas Common Stock. The choice you make will not apply to ESOP Contributions that are invested solely in Cintas Common Stock (as described in B below), but will apply to your 401(k) Personal Contributions, Matching Contributions, Rollover Contributions, Transfer Contributions and Profit Sharing Contributions.

Detailed information about investment options is contained in a separate document. A fund fact sheet for each option is available by calling the Cintas Service Center at **1-866-256-6559** or logging on to the website at **www.hrworkways.com/cintas**.

The number of investment options and the type of investment options may be changed by the Investment Policy Committee (IPC) from time to time. You will be informed of any change in investment options.

Neither Cintas, the Plan Administrator, nor any officer or partner of Cintas or a subsidiary may advise you of the manner in which your accounts should be invested. The fact that an investment fund is available under the Plan should not be construed as a recommendation for investment in that investment fund.

If you fail to make any investment allocations, your 401(k) Personal Contributions, Matching Contributions and Profit Sharing Contributions will be invested in the default fund, the T. Rowe Price Target Date Fund, that corresponds to your age at the time the Profit Sharing and Matching Contribution is made. Also, if you fail to make investment allocations for any Rollover Contributions, your request will not be processed. You will be sent a denial letter and your rollover check will be returned to you. Prior to March 30, 2004, the default fund for the Profit Sharing and Matching Contributions was Fifth Third's Stable Value Fund. The default funds may be changed by the Investment Policy Committee from time to time.

B. ESOP Contributions Account

ESOP Contributions are invested at the direction of the Investment Policy Committee primarily in Cintas Common Stock. For purposes of ESOP Contributions, the value of Cintas Common Stock is based on the fair market value of the stock.

C. Diversification of ESOP Contributions Account

The Partners' Plan allows you to elect to move any portion of your account that is invested in company stock from that investment into other investment alternatives under the Partners' Plan. This right extends to all of the company stock held under the Partners' Plan, except that it does not apply to your account balance attributable to the ESOP Contributions Account until you have three years of service. You may contact the Cintas Service Center for specific information regarding this right, including how to make an election. In deciding whether to exercise this right in the future, you will want to give careful consideration to the importance of diversification. All of the investment options under the Partners' Plan are available to you if you decide to diversify out of company stock.

Diversification is a complex issue. If you are considering this option, you should direct any questions to the Cintas Service Center at **1-866-256-6559** or log on to the website at **www.hrworkways.com/cintas**.

D. ESOP Stock Dividends

Effective January, 2010, you may elect how to receive dividends on Cintas stock in your ESOP account. You may elect to:

- Continue having the dividends reinvested in your ESOP account; or
- Receive the dividends as a cash payment.

To continue reinvesting ESOP dividends:

- no action is required;
- your dividends will not be taxed until they are withdrawn from your ESOP account; and
- your dividends can earn dividends, which is a way to grow your account.

To receive ESOP dividends as a cash payment:

- You must make that election by the dividend's ex-date (which generally occurs in early November).
- The cash payment will be taxed as income, so you will be required to pay taxes on the dividends when you file your annual tax return. You will receive an IRS Form 1099-R each year which reflects any dividends received in cash.
- To make an election for cash payment, you may either call the Service Center at **1-866-256-6559** or log onto the website at **www.hrworkways.com/cintas.**

E. Compliance With ERISA Section 404(c)

The Plan's investments and investment rules are intended to comply with Section 404(c) of ERISA and the related regulations. This allows the fiduciaries of the Plan to be relieved of liability for losses experienced as a result of your investment instructions.

XI. PROCEDURE FOR DESIGNATING A BENEFICIARY

A. Unmarried

If you are not married and are not a same sex registered partner**,** you may designate anyone as your beneficiary or beneficiaries. If no beneficiary information is on file, then your Plan balance will be paid to your estate. To designate a beneficiary, you should contact the Cintas Service Center at **1-866-256-6559** or log on to the website at **www.hrworkways.com/cintas**.

B. Married

If you are legally married, you are required to designate your spouse as primary beneficiary for 100% of your retirement plan benefits, unless spousal consent has been obtained and the appropriate signatures and notarization have been provided on the Beneficiary Form. **It is not necessary to obtain your spouse's signature or notarization if you are designating your legal spouse as the primary beneficiary of 100% of your benefits**. If you are married and have no beneficiary designation on file or invalid beneficiary designations on file, your Plan balance will be paid to your legal spouse. You may contact the Cintas Service Center at **1-866-256-6559** or log on to the website at **www.hrworkways.com/cintas** to designate a beneficiary.

C. Same Sex Registered Partner

If you are a same sex registered partner, you are required to designate your same sex registered partner as primary beneficiary for 100% of your retirement plan benefits, unless consent of your same sex registered partner has been obtained and the appropriate signatures and notarization have been provided on the Beneficiary Form. **It is not necessary to obtain your same sex registered partner's signature or notarization if you are designating him/her as the primary beneficiary of 100% of your benefits**. If you have a same sex registered partner and have no beneficiary designation on file or invalid beneficiary designations on file, your Plan balance will be paid to your same sex registered partner. You may contact the Cintas Service Center at **1-866-256-6559** or log on to the website at **www.hrworkways.com/cintas** to designate a beneficiary.

D. Additional Requirements

The Plan Administrator may impose additional requirements including requiring you to update your beneficiary designation from time to time.

E. Failure to Designate

If you fail to designate a beneficiary or if all designated beneficiaries predecease you or die simultaneously, the distribution will be made to your spouse or, if none, to your same sex registered partner or, if none, to your estate.

XII. DISTRIBUTIONS FROM THE PLAN

A. Distributions Upon Termination of Employment

You may request a distribution of the following contributions from the 401(k) portion of the Plan at any time after having been terminated from Cintas more than 30 days. (This 30-day period allows for all deductions taken from your check to be credited to your Plan account prior to liquidation.)

Prior to January 1, 2015 there were certain waiting periods that applied before a distribution of Company contributions was permitted. Those waiting periods no longer apply and all distributions will be made as soon as administratively practicable after your termination of employment.

It is important to understand that no matter what the total vested balance is in your plan account, there is only a 30-day waiting period to request your distribution.

Upon termination or retirement, the Plan's recordkeeper will send a distribution letter to you, explaining your eligibility to request a distribution. Along with the letter, you will receive a *Tax Notice Regarding Plan Payments*. You should expect to receive your letter approximately six weeks following your date of termination or retirement.

If you do not call the Cintas Service Center to request a distribution within 30 days of receiving your distribution letter, and your vested account balance is $1,000 or less, the recordkeeper will automatically issue a lump sum cash payment to you (less 20% withholding for federal income taxes on the taxable portion of the distribution as well as any state withholding taxes, if applicable).

If your Plan account has a total vested balance of **more than $1,000**, you **must** request a distribution. Otherwise, your account will remain in the Partners' Plan.

When you have met the eligibility requirements to receive your Company contributions, you may request a distribution by calling the Cintas Service Center at **1-866-256-6559** or logging on to the website at **www.hrworkways.com/cintas**. Plan representatives are available for distribution requests between the hours of 7:00 a.m. and 5:00 p.m. Central Time Monday through Friday, except on days the stock market is closed.

You may elect to receive your final distribution in the form of:

- a lump sum cash payment;
- monthly, quarterly, semi-annual or annual installment payments, over a period of less than 10 years **(only for vested balances of more than $1,000);** or
- a rollover to another qualified plan or Individual Retirement Account. **Distributions of less than $200 and After-Tax Contributions are not eligible for a direct rollover**. NOTE: ESOP Contributions may be requested in full shares of Cintas Common Stock. Payment of a fractional share of Cintas Common Stock will be made in cash.

Distribution requests will be processed daily. If your request is received by 4:00 p.m. Eastern Standard Time it will be processed in the ***same*** day. If not, it will be processed the following day. You should expect to receive a check within 7 to 10 business days after your request is processed. Beginning in June, 2006, you may request that your distribution be directly deposited into your bank account instead of mailed to you.

When you receive your distribution, you will owe ordinary income taxes on the full amount, except for any After-Tax Contributions you may have made in prior years and any net unrealized appreciation of distributions of Cintas Common Stock. The taxable portion of your distribution may be subject to a mandatory 20% withholding of federal income tax unless you direct the Trustee to roll over your distribution into another employer's qualified plan or IRA. Additionally, you may owe a 10% penalty tax if you are under age 59½ (this penalty tax does not apply if you terminate employment any time after age 55). The tax consequences of your distribution are explained in the Tax Notice Regarding Plan Payments that is sent to you. You may want to consider consulting a tax advisor before you receive a distribution from the Plan.

B. Distributions Upon Retirement, Death Or Disability

If you retire at age 65 or older, become totally disabled at any age, or if you should die while you are an active partner, your account will automatically become 100% vested and eligible for distribution to you or your beneficiary(ies). The distribution may be taken in one of the following forms:

- a lump sum cash payment;
- monthly, quarterly, semi-annual or annual installment payments, over a period of less than 10 years **(only for vested balances of more than $1,000);** or
- a rollover to another qualified plan (partners only) or to an Individual Retirement Account (partners and beneficiaries). Distributions of less than $200 and After-Tax Contributions are not eligible for a direct rollover.

In addition, you may request to receive your ESOP Contribution in full shares of Cintas Common Stock.

In the event of a partner's death, beneficiaries should contact the Cintas Service Center at 1-866-256-6559. Beneficiaries are required to send an **original certified** death certificate to the Plan recordkeeper and additional information from the beneficiary may be requested. A beneficiary(ies) account will be established and a password will be sent. The password will allow the beneficiary(ies) access to their Plan account. A distribution can then be requested by calling the Cintas Service Center at **1-866-256-6559** or logging on to the website at **www.hrworkways.com/cintas**. Plan Representatives are available between 7:00 a.m. and 5:00 p.m. Central Time, Monday through Friday, except on days that the stock market is closed.

Distribution requests will be processed daily. You should expect to receive a check within 7 to 10 business days after your request is processed.

When you receive your distribution, ordinary income taxes will apply to the full amount, except for any After-Tax Contributions you may have in your account. The taxable portion of your distribution is subject to a mandatory 20% withholding of federal income tax unless you direct the Trustee to roll over your distribution into another employer's qualified plan or an IRA. Additionally, a 10% penalty tax may apply to the amount of the distribution if you are under age 59½. The tax consequences of your distribution are explained in the Tax Notice Regarding Plan Payments that is sent to you. You may want to consider consulting a tax advisor before you receive a distribution from the Plan.

C. <u>Distributions Under a Qualified Domestic Relations Order</u>

If you are divorced from your spouse, there are certain procedures that must be followed if your spouse or children are to receive any part of your Plan Account. The Plan Administrator must approve a Qualified Domestic Relations Order (a "QDRO"). You, your spouse or children may request a free copy of the Plan's procedures for a QDRO along with a model QDRO from the Plan's recordkeeper by calling the Cintas Service Center at **1-866-256-6559**.

XIII. KEEPING TRACK OF YOUR PARTNERS' PLAN ACCOUNT

You will receive a quarterly statement that gives a complete overview of the earnings and value of your Partners' Plan account so that you can see how the Plan is working for you. The statement will show the following:

- 401(k) Personal Contributions (including Before-Tax, After-Tax, Rollover and Transfer Contributions, if applicable);
- Cintas Profit Sharing, ESOP and Matching Contributions;
- Investment return, including gains and losses, on your accounts; and
- Other activity such as loans, withdrawals, rollovers and forfeiture allocations.

You can expect to receive your quarterly statement two to three weeks after the end of the calendar quarter (March 31, June 30, September 30 and December 31). Questions about your statement can be directed to the Plan's recordkeeper by calling the Cintas Service Center at **1-866-256-6559**.

XIV. CIRCUMSTANCES RESULTING IN INELIGIBILITY

If you cease to be an eligible partner of Cintas for any reason including change in status, full disability or retirement, you will no longer be eligible to participate in the Plan.

If your employment is terminated for any reason other than death or full disability and you are not completely vested in the Profit Sharing and ESOP Contributions made by Cintas, you will forfeit the value of those accounts.

XV. COSTS OF THE PLAN

The costs associated with operating the Plan will be allocated proportionately and paid out of the Profit Sharing, ESOP or the 401(k) portions of the Plan, unless Cintas elects to pay these expenses.

XVI. PROCEDURE FOR MAKING A CLAIM FOR BENEFITS

A. Making a Claim

The Plan Administrator has the power and authority in its sole, absolute and uncontrolled discretion to manage and interpret the Plan and, in particular, to determine who is entitled to a benefit and the amount of the benefit. The determination of the Plan Administrator as to any question involving the general administration and interpretation of the Plan will be final, conclusive and binding on all persons except as otherwise provided by the Plan document or by law. However, if you have a complaint regarding the nonpayment of all or part of a Plan benefit, you or your duly authorized representative may mail or deliver a letter stating your complaint to the Plan Administrator.

B. Review of a Denied Claim

If a claim for benefits is denied, either in whole or in part, you, or your beneficiary, will be sent written notice of the denial together with an explanation of the specific reason or reasons why the claim was denied and a description of any additional material or information necessary for you to perfect the claim (along with an explanation of why such material or information is necessary). This notice will be provided within a reasonable time not to exceed 90 days, unless special circumstances require an extension. You or your beneficiary may request a review of the denied claim within 60 days of receipt of the written notice that the claim was denied by making written application for review to the Plan Administrator. You or your beneficiary may also review the pertinent documents and submit comments in writing as well as be represented by counsel at your own or your beneficiary's expense.

The Plan Administrator must in turn, make a decision within 60 days after receipt of the request for review, unless special circumstances exist. In no event will the decision be made later than 120 days after receipt of the request for review. The decision will be made in writing and will include the reasons for the decision with reference to those Plan provisions on which it was based.

C. Exhausting Administrative Review

If you do not file a claim, follow the claims procedures, or appeal on time, you will give up legal rights including your right to file a suit in federal court, as you will not have exhausted your internal administrative appeal rights. Generally, you must exhaust your internal administrative appeal rights before you can bring a suit in federal court.

XVII. NOTICES AND CORRESPONDENCE

You should direct all requests for information, including an address change if you are a terminated participant, to the Cintas Service Center at **1-866-256-6559** or log on to the website at **www.hrworkways.com/cintas**. All other correspondence to the Plan Administrator should be sent to the attention of the Benefits Department, Cintas Corporation, 6800 Cintas Boulevard, Mason, Ohio 45040. The telephone number is (513) 459-1200.

XVIII. TOP HEAVY RULES

A retirement plan is "top heavy" if the sum of the account balances for key employees for any Plan Year exceeds 60% of the sum of all account balances. Federal tax laws require that if the Plan is top heavy it must provide a more rapid vesting schedule and certain minimum contributions. "Key employees" are generally officers and other highly compensated individuals. You will be notified in the unlikely event the Plan becomes top heavy.

XIX. PLAN AMENDMENT AND TERMINATION

Cintas expressly and specifically reserves the sole and exclusive right at any time by action of the Board of Directors to amend, modify or terminate the Plan. Any amendment, modification or termination must be in writing, authorized by the Board of Directors or the Executive Committee of the Board of Directors and signed by an officer of Cintas. If the Plan is terminated, you will automatically become vested in any forfeitable part of your account. Cintas may direct that: (i) benefits be distributed in one lump sum payment after the Internal Revenue Service determines that the termination does not adversely affect the Plan's qualification; or (ii) the trust continue and benefits be distributed at the same time and in the same manner as if the Plan had not terminated (but without any additional contributions).

If Cintas is dissolved, liquidated or adjudged bankrupt, the Plan will automatically be terminated. The Plan will also be terminated upon the merger, consolidation or reorganization of Cintas or the sale of substantially all of its assets, unless the successor or purchasing entity, whichever is the case, agrees to be substituted for Cintas and to assume all of Cintas' obligations under the Plan.

The Employee Retirement Income Security Act of 1974 (ERISA) established the Pension Benefit Guaranty Corporation to guarantee the benefits under certain plans. This Plan is not covered by that program.

XX. STATEMENT OF ERISA RIGHTS

You are entitled to certain rights and protections under ERISA. ERISA provides that all Plan participants are entitled to:

A. Examine, without charge, at the Plan Administrator's office and at other specified locations, all documents governing the Plan 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.

B. Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The Plan Administrator may charge a reasonable amount for the copies.

C. Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish a copy of this summary annual report.

D. Obtain a statement once a year setting forth the value of your accounts under the Plan and whether you are vested in any portion of employer contributions. The Plan must provide the statement free of charge. This statement is not required to be given more than once every 12 months.

In addition to creating rights for Plan participants, ERISA imposes duties on 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 may prevent you from obtaining a benefit or exercising a right under ERISA by firing or otherwise discriminating against you in any manner.

If your claim for a benefit 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 this decision without charge and to appeal any denial, all within certain time schedules.

Under ERISA, there are steps you may take to enforce the above rights. For instance, if you request materials from the Plan 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 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'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 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 in such a proceeding. If you are successful, the court may order the person 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 the claim to be frivolous.

If you have questions about the Plan, you should contact the Plan Administrator. If you have questions about this statement 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, 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.

XXI. ADMINISTRATION AND SPONSORSHIP

A. Sponsors

Cintas Corporation and certain of its subsidiaries sponsor the Plan. The full address and identification number for Cintas Corporation is:

Cintas Corporation
6800 Cintas Boulevard
Mason, Ohio 45040
(513) 459-1200

IRS Employer Identification Number 31-1188630

Cintas and its subsidiaries are sometimes referred to collectively as "Cintas" or the "Company." A complete list of Plan sponsors is available upon written request to the Plan Administrator at the above address and is also available for examination by participants and beneficiaries as required by law.

B. Plan Administrator

The Plan Administrator is Cintas Corporation.

The Plan Administrator may adopt rules and regulations to carry out and administer the Plan. It also has full power and authority to construe, interpret and administer the Plan. Under the Plan, decisions and determinations of the Plan Administrator will be final and binding upon all parties to the extent permitted by law.

The Plan Administrator may be contacted by directing a request to:

Benefits Department
Cintas Corporation
6800 Cintas Boulevard
Mason, Ohio 45040
Attention: Partners' Plan Administrator.

The telephone number is (513) 459-1200.

C. Plan Trustee

The Plan is funded through a trust. The Plan is for the exclusive benefit of participants, and its assets do not belong to Cintas.

The Trustee of the Plan is:

THE FIFTH THIRD BANK
38 Fountain Square Plaza
Cincinnati, Ohio 45202

The Board of Directors of Cintas may remove the Trustee and appoint a successor at any time.

D. **Service of Process**

The Agent for Service of Legal Process is:

Vice President - Finance
Cintas Corporation
6800 Cintas Boulevard
Mason, Ohio 45040

Service of legal process may also be made upon the Trustee or the Plan Administrator.

E. **Type of Plan**

The Plan is a "defined contribution" type of plan under the Employee Retirement Income Security Act of 1974 ("ERISA"). It specifically is a 401(k) profit sharing plan with a matching contribution and an ESOP feature. It is designed to qualify as a contributory profit sharing plan and an employee stock ownership plan under Sections 401(a), 401(k) and 4975(e)(7) of the Internal Revenue Code of 1986 (the "Code") in order that the trust established by the Plan may qualify as a tax exempt trust under Section 401(a) of the Code. The Plan is also intended to comply with Section 404(c) of ERISA.

F. **Plan Records**

The Plan and all of its records are kept on a Plan Year basis beginning January 1 and ending December 31 of each year. A Plan Year before June 1, 2005 was the 12 consecutive month period beginning June 1 and ending May 31. A short Plan Year occurred beginning June 1, 2005 and ending December 31, 2005.

G. **Plan Identification Number**

The Plan identification number is 006.

XXII. FREQUENTLY ASKED 401(k) QUESTIONS AND ANSWERS

The following questions and answers give you a few important facts about the Partners' Plan. Any time you have a specific question or if you need information about the Plan, you should log on to the web site at **www.hrworkways.com/cintas**. You may also speak with a Plan Representative by calling **1-866-256-6559** between the hours of 7:00 a.m. and 5:00 p.m. Central Time, Monday through Friday, except on days when the stock market is closed.

Q. **Can I make After-Tax Contributions to the Partners' Plan?**

A. No. The 401(k) portion of the Partners' Plan allows you to make Personal Contributions of 1% to 75% up to the annual IRS maximum ($18,000 in 2015) of your pay on a pre-tax basis (6% for an HCE). Saving the pre-tax way through 401(k) Personal Contributions gives you an immediate tax break on all money that goes into the 401(k) portion of your Plan account. Before July 1, 1993, the Plan allowed partners to make After-Tax Contributions. When the 401(k) Pre-Tax (Personal) Contributions feature was added to the Plan, After-Tax Contributions were no longer permitted. However, if you made After-Tax Contributions to the Plan before this change, these funds continue to be held in the 401(k) portion of your Plan account.

Q. Since my 401(k) Personal Contributions are deducted from my paycheck on a pre-tax basis, when do I have to pay taxes?

A. With the exception of After-Tax Contributions made before July 1, 1993, income taxes will apply to your 401(k) Personal Contributions (as well as other money in your account such as vested Company contributions and investment returns) when you receive a distribution of your account balance -- but not until then. In other words, as long as your money stays in the Partners' Plan you will not be required to pay income tax on the value of your account. If you receive a distribution from the Plan, you may still be able to defer the taxes by requesting a rollover to another employer's qualified plan or an IRA.

Q. What happens if I have a financial emergency and need to take my money out of my 401(k) Personal Contributions account?

A. Because the Partners' Plan is designed to encourage long-term saving for retirement, access to your Plan account is limited. However, you are permitted to take loans from your 401(k) Personal, Rollover and Transfer Contributions accounts. The Plan also permits hardship withdrawals from your 401(k) Personal, vested Matching Contributions and Transfer Contributions accounts. Further discussion of loans and hardship withdrawals is found in Section VII called "Withdrawals from the Plan."

Q. Who may I designate as my beneficiary under the Partners' Plan?

A. You may designate anyone as your beneficiary under the Partners' Plan. However, if you are legally married and do not designate your legal spouse as the primary beneficiary of 100% of your benefits, or if you are a same sex registered partner and do not designate your same sex registered partner as the primary beneficiary of 100% of your benefits, you must have your spouse's or same sex registered partner's written and notarized consent to your designation. If you do not designate a beneficiary, the value of your account will be paid to your spouse, or, if none, to your same sex registered partner, or, if none, to your estate, if you are single.

Q. How do I change my address?

A. You will need to call the Cintas Service Center at **1-866-256-6559** or log on to the website at **www.hrworkways.com/cintas** to change your address. You will need to have your password available. It is your responsibility to make sure the Plan has your current address.

Q. Will Cintas provide me with tax or investment advice?

A. Cintas is not able to provide tax or investment advice, such as how much to save, if you should make a withdrawal from your account, or which investment options to choose. We will do all that we can to explain how the Plan works, describe its tax advantages and provide you with the phone number and web site to request fund fact sheets or to speak with a Plan Representative. It is your responsibility to seek personal tax or investment advice as needed.

XXIII. CINTAS PARTNERS' PLAN OVERVIEW

Here is an overview of the key features of the Cintas Partners' Plan. This is a summary only. You should review the rest of this SPD for more details.

	Profit Sharing	ESOP	401(k) Personal Contributions
Who is eligible	All eligible Cintas partners who are credited with 1,000 Hours of Service in a 12-month period (either in the first year of employment or any subsequent Plan Year).		All Cintas eligible partners who complete three months of service.
When you participate	Any time after being credited with 1,000 hours of service.		Any time after you have completed three months of service. You will be enrolled automatically if you do not make an election.
Your contributions	You are not permitted to make any contributions to either the Profit Sharing or the ESOP portions of the Plan.		You can save from 1% to 75% of your pay up to the annual IRS maximum ($18,000 in 2015). Highly Compensated Employees may contribute from 1% to 6% to the Plan. Your savings are deducted on a pre-tax basis. If you do not make an election, you will be enrolled automatically for a 3% contribution.
Cintas' contributions	Cintas may make discretionary Profit Sharing and Employee Stock Ownership (ESOP) Contributions to the Plan.		Cintas may make discretionary Matching Contributions to the Plan.
Vesting	Effective with Plan Years beginning January 1, 2007, Cintas' contributions vest on a "three-year cliff" meaning that you must have three Plan Years of Service to be 100% vested, with no partial vesting. Contributions made for Plan Years prior to January 1, 2007 vest on a "five-year cliff" with no partial vesting.		Partner contributions are always 100% vested. Cintas' Matching Contributions made after May 31, 2003 are vested on a "five year graded" schedule as follows: 1 Plan Year of Service – 0% vested 2 Plan Years of Service – 20% vested 3 Plan Years of Service – 40% vested 4 Plan Years of Service – 60% vested 5 Plan Years of Service – 100% vested Matching contributions made for Plan Years ending prior to May 31, 2003 are 100% vested after 5 years, with no partial vesting.

	Profit Sharing	ESOP	401(k) Personal Contributions
Withdrawals from your account	No withdrawals are permitted while you are still an active Cintas partner unless you are age 65 and have 10 years of vesting service.		Loans on 401(k) Personal Contributions are permitted. Withdrawals for a financial hardship or at age 59½ are permitted from your 401(k) Personal Contributions. Withdrawals for a financial hardship are also permitted from your vested Matching Contributions. You may withdraw any Rollover or After-Tax Contributions in your account at any time and for any reason.
When you can request your vested account	If you leave Cintas, all personal and Cintas contributions (your entire Account balance) may be requested 30 days following your termination.		

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