

ELECTRONIC DOCUMENT DISTRIBUTION NOTICE

The purpose of this notice is to inform you that T-L Irrigation Co. is offering you the opportunity to receive electronically all notices about your employee benefits. Such notices will include (but not be limited to) newsletters, Medicare Part D Creditable/Non-Creditable Coverage, Women's Cancer Rights, Children's Health Insurance Protection Act, enrollment announcements, Summary Plan Descriptions (SPDs), Summaries of Material Modifications (SMMs), Summary Annual Reports (SARs), general COBRA notices, Summaries of Benefits and Coverage, Health Insurance Marketplace Notices, HIPPA certificates of creditable coverage and other related benefit notices.

Notice of Electronic Disclosure

Prior to consenting, you should understand that:

- When a new benefit notice, announcement, newsletter, SPD or other document is posted via tlirr e-mail, you will receive a notification at the email address you provide to inform you of the availability and location of the document.
- You have the right to withdraw your consent to electronic distribution at any time at no charge to you. To withdraw consent, you must notify Ben Erb at ext 225 or email payroll@tlirr.com.
- If you consent to electronic distribution, you may still request a paper version of any document free of charge by contacting Ben Erb (x225), Cindy Hinrichs (x299) or email payroll@tlirr.com.
- All benefit notices, including SPDs and plan amendments, will be available at tlirr.com in pdf format. If you do not have the ability to access tlirr.com or you do not have a pdf viewer to view this type of document, you should not consent.
- To withdraw your consent or update your e-mail address, please notify Ben Erb (x225) or email payroll@tlirr.com.

Consent for Electronic Delivery of ERISA Documents

I consent to the electronic disclosure of all Employee Benefit notices, including Medicare Part D Creditable/Non-Creditable Coverage, Women's Cancer Rights, Children's Health Insurance Protection Act, enrollment announcements, Summary Plan Descriptions (SPDs), Summaries of Material Modifications (SMMs), Summary Annual Reports (SARs), general COBRA notices, Summaries of Benefits and Coverage, Health Insurance Marketplace Notices, HIPPA certificates of creditable coverage and other related benefit notices.

I acknowledge that I have read the "Notice of Electronic Disclosure" and understand that I am entitled to withdraw my consent at any time at no cost to myself. I understand that I have the right to receive paper copies of all Employee Benefit notices upon request at no additional charge. I also confirm that I have the ability and the necessary equipment and software to access tlirr.com, open and view pdf documents.

Employee Name (Printed)

Employee Signature

Employee Email Address

Date
