

QUALIFIED DEFAULT INVESTMENT ALTERNATIVE (QDIA) INFORMATION FOR MADDEN INDUSTRIAL CRAFTSMEN, INC. EMPLOYEE 401(K) SAVINGS PLAN

The Plan lets you invest your account in a number of different investment options. As a Plan participant, you have the right to decide how to invest your account. **If you have made an investment election with respect to your Plan account, the following information may not apply to you.**

INVESTMENT OPTIONS

Unless you choose or have chosen a different investment option, your Plan account will be invested in a default investment option known as a Qualified Default Investment Alternative (QDIA).

The Plan's QDIA is the Vanguard Target Retirement. To learn more about the QDIA selected by the Plan you can review the 404a-5 notice investment comparative chart for information. There, you'll find details about the Fund's fees and expenses, performance, risk and return characteristics, objectives, etc.

Note: Even if some or all of your account(s) is invested in the QDIA, you have the continuing right to direct the investments of your account(s) in one or more of the Funds available to you under the Plan. If you decide to invest your account differently, your transfer from the QDIA is not subject to any transfer fees or redemption fees during the first 30 to 90 days (as determined by the investment provider) of your first investment in the QDIA however, other types of investment related fees (such as the Fund's Total Annual Operating Expenses (TAOE)) may still apply. After such time period, your investment in the QDIA will be subject to the same restrictions, fees and expenses as are applicable to other participants who affirmatively elect to invest in the QDIA. For information about the types of fees associated with the Fund, review the 404a-5 Plan & Investment Notice (404a-5 Notice).

WHERE CAN I LEARN MORE ABOUT THE QDIA?

As mentioned, to learn more about the QDIA, we encourage you to review the investment comparative portion of the 404a-5 notice for information. There, you'll find details about the Fund's fees and expenses, performance, risk and return characteristics, objectives, etc. You should also review the "404a-5 Plan & Investment Notice" (404a-5 Notice) as it also contains a listing of all the Designated Investment Alternatives (DIAs) (also known as Funds) available under the Plan, including their fees and expenses, as well as other important information about the Plan.

MAKING CHANGES TO YOUR INVESTMENTS

If you decide that you want to invest your account differently than described above, you may move all or any part of your account balance to other investment options offered under the Plan. To access and update your account information, you can go to the investment company participant website or contact your plan administrator.

IMPORTANT CONSIDERATIONS WHEN MAKING INVESTMENT DECISIONS

When making investment decisions, it is also important to carefully consider your personal circumstances, current savings, monthly earnings and retirement lifestyle goals and risk profile. The principal value of your investment in the QDIA, as well as your potential rate of return, is not guaranteed. You may lose money at any time by investing in the QDIA, including losses near and following your retirement. Also, neither asset allocation nor diversification ensure a profit or protect against a loss. There is no guarantee that the QDIA will provide adequate retirement income. Also, past performance is no guarantee of future results.

Please refer to the Summary Plan Description for additional information regarding Plan contributions, withdrawal restrictions, and other Plan features. You may also contact your Plan Administrator.