

A. BELLAVANCE & SONS, INC. 401(k) SAVINGS & PROFIT SHARING PLAN

Section 404(c) Notice and Policy Statement

Bellavance Trucking, Inc. and Bellavance Logistics, Inc. (the “Sponsors”) sponsors a defined contribution retirement plan (the “Plan”). The Plan is intended to provide eligible employees, as defined by the terms of the Plan Document, with the accumulation of retirement savings through a combination of employee and employer contributions, if applicable, to individual participant accounts and the earnings thereon.

The Plan is intended to be compliant with ERISA Section 404(c). Under ERISA Section 404(c), the Retirement Plan Committee and other plan fiduciaries may be relieved of liability for any losses that are the direct and necessary result of investment instructions given by a plan participant or beneficiary.

This Section 404(c) Notice and Policy Statement outlines the procedures for implementing and monitoring the requirements set forth in the Section 404(c) Regulations. It also establishes the intent of the Employer to comply with Section 404(c) and describes certain procedures and guidelines to ensure compliance with Section 404(c).

PLAN FIDUCIARY RESPONSIBLE FOR PROVIDING INFORMATION TO PARTICIPANTS

The Retirement Plan Committee is responsible for ensuring that Plan participants receive information about the investment options available under the Plan and for ensuring that Plan participants' proper investment instructions are followed.

All Plan participants must receive the following information:

1. A general description of the investment alternatives available under the Plan and a general description of the investment objectives, and risk and return characteristics for each available investment alternative under the Plan. The descriptions must include information on the type and diversification of assets comprising the portfolio of each designated investment alternative.
2. Identification of any designated investment managers, if applicable.
3. Procedures that Plan participants must follow for proper investment instructions and an explanation of any limitations on such proper instructions, including any restrictions on the exercise of voting, tender, and other similar rights.
4. A description of any transaction fees and expenses incurred in connection with the purchase or sale of each investment alternative which may be directly assessed against a Plan participant's account, including commissions, sales loads, deferred sales charges, and redemption or exchange fees.
5. In the case of an investment alternative which is subject to the Securities Act of 1933, and in which the Plan participant currently has no assets invested, immediately prior to or following the Plan participant's initial investment, a copy of the most recent prospectus provided to the Plan (prospectuses provided to the Plan must be made available upon request regardless of investment type).
6. Subsequent to a Plan participant's investment in an investment alternative, the Plan participant must be furnished with any Plan provisions or materials provided to the Plan relating to the exercise of voting, tender or similar rights which are incidental to the holding of an ownership interest in such investment, to the extent such rights are passed through to participants.

Current copies of the following information must be provided to Plan participants upon reasonable request, to the extent that they are furnished to the Plan:

1. Prospectuses, financial statements and reports, and any other materials relating to investment alternatives available under the Plan.
2. A description of the annual operating expenses of each investment alternative available under the Plan, such as investment management fees, administrative fees and transaction costs, which reduce the rate of return to the Plan participant or beneficiary and the aggregate amount of such expenses expressed as a percentage of average net assets of the designated investment alternative.

3. A list of the assets which comprise the portfolio of each investment alternative available under the Plan, the value of each asset individually (or the proportion of the investment alternatives which it comprises) and with respect to each individual asset which is a fixed rate investment contract issued by a bank or similar institution, the name of the issuer, the term of the contract and the rate of return on the contract.
4. Information concerning the value of shares or units in designated investment alternatives available under the Plan as well as past and current investment performances of the alternatives determined net of expenses on a reasonable and consistent basis.
5. Information concerning the value of shares or units in designated investment alternatives held in the Plan participant's account.

The Retirement Plan Committee must comply with a Plan participant's proper investment instructions except where implementation of the investment instructions:

- (a) Would result in a prohibited transaction under ERISA or the Internal Revenue Code;
- (b) Would generate taxable income to the Plan;
- (c) Is not in accordance with Plan documents (to the extent the Plan documents are consistent with ERISA);
- (d) Would cause a Plan fiduciary to maintain ownership of any Plan assets outside the U.S. and its sovereignties;
- (e) Would jeopardize the Plan's tax qualified status;
- (f) Would result in a sale, exchange or lease of property between the Employer and the Plan;
- (g) Would result in a loss in excess of the Plan participant's account balance; or
- (h) Would result in a loan to the Employer.

INVESTMENT CHOICES

The Retirement Plan Committee has provided at least three (3) diversified core investment categories representing a wide range of risk/return characteristics, so as to allow Plan participants to choose from a broad range of investment options.

The Retirement Plan Committee also has established an Investment Policy Statement for the Plan that includes criteria for the initial selection and ongoing monitoring of the investment alternatives under the Plan.

INVESTMENT CHANGES

The Retirement Plan Committee provides Plan participants with the opportunity to make investment changes on any day (to be effective the next business day) at no cost, through the investment provider's toll-free number or Internet site. Restrictions on investment changes may apply that prevent or inhibit late trading practices, excessive trading, or other investment change activities that could possibly have a negative impact on investment performance or expenses. An explanation of how to make investment changes, account balance transfer restrictions or limitations, and transaction confirmations, are included in the Plan enrollment kit and/or the provider website.

AMENDMENTS TO 404(C) NOTICE AND POLICY STATEMENT

The Retirement Plan Committee reserves the right to amend this 404(c) Notice and Policy Statement at any time without notice.