

## Overview of SCHOTT Corporation 401(k) Plan For Employees of SCHOTT North America, Inc.

SCHOTT Corporation has adopted the SCHOTT Corporation 401(k) Plan (the "Plan") to help our employees save for retirement. It is important to the company that our employees have a savings needed for a fulfilling and stress-free retirement. If you are regularly scheduled to work at least 30 hours per week as an employee of SCHOTT North America, you are entitled to participate in the Plan.

This overview aims to provide you with basic information. The Summary Plan Description (SPD) can be found on-line at [www.schott.hrintouch.com](http://www.schott.hrintouch.com). MassMutual is the recordkeeper/trustee of this plan. Accordingly, to initiate changes to your account such as increasing your contribution, changing where your savings is invested or taking an eligible distribution, please contact MassMutual at 800-74Flash or at [www.retiresmart.com](http://www.retiresmart.com).

SCHOTT CORPORATION 401k PLAN	
<b>Eligibility</b>	All Employees of SCHOTT North America, Inc. may start participating in the Plan on the first day of any calendar month after you have worked for SCHOTT for 90 days.
<b>Investments</b>	You choose how you would like your account to be invested from a menu of 27 investment alternatives offered by Mass Mutual. In the event you do not make a choice, all funds will be automatically defaulted into the SSgA Dow Jones Target Date fund that is most appropriate based on your expected normal retirement date. You may change your investments at any time by contacting MassMutual on-line or via their toll-free number.
<b>Vesting</b>	You are always 100% vested in your contributions (401(k) and Rollover) to the Plan. You will become vested in the Company Matching Contributions over a 2 year period. If you work for SCHOTT for 2 years, you will be 100% vested in your Company Matching Contributions.
<b>Rollover of Prior Employer 401k Accounts</b>	The Plan will accept rollover contributions from a previous employer's qualified retirement savings plan. The value that you roll-in is always vested.
<b>How Much You Can Contribute</b>	<p>You may save from 1% to 50% of your pay on a pre-tax and/or after-tax basis, up to the government limit on annual additions to a 401(k) plan.</p> <p>Your contribution will automatically be set at 4% of your base salary once you become eligible for the plan, unless you make an affirmative election otherwise. On January 1<sup>st</sup>, of the following your eligibility date, your contribution will automatically be increased to 5% and again to 6% the following year. You may change the election, including opting out of the plan, at any time by contacting MassMutual, the Plan's recordkeeper.</p>
<b>SCHOTT's Matching Contribution</b>	The firm will match a percent of your contributions up to a maximum of 6% of your pay. SCHOTT will match 100% of 1% of your pay which you contribute to the Plan and 50% of the next 5% of your pay contributed. Total potential match = 3.5%.
<b>SCHOTT's Enhanced Contribution</b>	In addition to the Company matching contribution, SCHOTT provides this discretionary contribution to help you be retirement ready. SCHOTT intends to put a fixed amount of 2% of pay into participant accounts annually. In addition, based on company performance, participants may receive a variable portion of an additional 0-3% of pay.