

## NOTICE TO INTERESTED PARTIES

Notice to employees of Allegis Group, Inc., Erickson Living Management, LLC, Maxim Healthcare Services, Inc., Tradepoint Atlantic, LLC, Sparrows Point Enterprises, LLC, and all of their participating subsidiaries (the “Employers”).

An application is to be made to Internal Revenue Service for an advance determination on the qualification of the following employee pension benefit plans:

Name of Plan	Plan #	Applicant	Plan Administrator
Allegis Group, Inc. Retirement Savings Plan One (“Plan One”)	004	Allegis Group, Inc. 7320 Parkway Drive, Hanover, MD 21076 EIN: 52-1304931	Retirement Committee 7320 Parkway Drive, Hanover, MD 21076
Allegis Group, Inc. Retirement Savings Plan Three (“Plan Three”)	003		

The application will be filed on April 30, 2019 for an advance determination as to whether the plans meet the qualification requirements of Section 401(a) of the Internal Revenue Code of 1986, with respect to the plans’ initial qualification. The application will be filed with:

Internal Revenue Service  
Attention: EP Determination Letters  
Stop 31  
P.O. Box 12192  
Covington, KY 41012-0192

### **Plan One Eligibility**

With certain exceptions listed below, employees of the Employers, who are not Contract Employees as defined in the Plan (external employees of Allegis Group, Inc. and subsidiaries, and Caregivers of Maxim Healthcare Services, Inc. and subsidiaries) are eligible to participate in Plan One.

### **Plan Three Eligibility**

With certain exceptions listed below, external employees of Allegis Group, Inc. and subsidiaries, and Caregivers of Maxim Healthcare Services, Inc. and subsidiaries, are eligible to participate in Plan Three, provided they are either Highly Compensated Employees (employees who earned in excess of \$120,000 in the prior calendar year) or have one of the following job titles. Allegis job titles for Plan Three include: Developer; Dealer Account Rep; District Manager; Business Analyst – Apps; Tester; Project Manager – Apps; and Systems Analyst. Maxim job titles for Plan Three include: Licensed Prac/Voc Nurse HH; LPN – Homecare; LVN – Home Care; LPN / LVN; Licensed Practical Nurse; Registered Nurse; Registered Nurse – Homecare; Registered Nurse – Home Care; Medical Social Worker – MSS; Medical Technologist; Occupational Therapist; and Physical Therapist.

### **Exceptions to Eligibility that Apply to Both Plans**

For both plans, the following employees are excluded: workers who are classified as independent contractors (even if later determined to be employees); leased employees; interns; nonresident aliens with no U.S. source income; employees working abroad who are not on U.S. payroll; employees employed in Puerto Rico; employees who members of a collective bargaining unit if the collective bargaining agreement does not permit participation.

### **Additional Information**

The Internal Revenue Service has not previously issued a determination letter with respect to the qualification of the plans listed above.

### **Rights of Interested Parties**

You have the right to submit to EP Determinations, at the above address, either individually or jointly with the other interested parties, your comments as to whether this plan meets the qualification requirements of the Internal Revenue Code. Label your comments "Interested Party Statement." Your comments to EP Determinations may be submitted to:

Internal Revenue Service  
EP Determinations  
Attn: Customer Service Manager  
P.O. Box 2508  
Cincinnati, OH 45202

You may instead, individually or jointly with other interested parties, request the Department of Labor to submit, on your behalf, comments to EP Determinations regarding qualification of the plan. If the Department declines to comment on all or some of the matters you raise, you may, individually, or jointly if your request was made to the Department jointly, submit your comments on these matters directly to EP Determinations at the Cincinnati address above.

### **Requests for Comments by the Department of Labor**

The Department of Labor may not comment on behalf of interested parties unless requested to do so by 10% of the employees who qualify as interested parties (or 10 employees if that is less than 10%). The number of persons needed for the Department to comment with respect to each of the plans is 10. If you request the Department to comment, your request must be in writing and must specify the matters upon which comments are requested, and must also include the name of the plan, the sponsor's employer identification number ("EIN") and plan number, and the name and address of the applicant (all of this is found in the table above), and the number of persons needed for the Department to comment, which is 10.

A request to the Department should be addressed as follows:

Deputy Assistant Secretary, Employee Benefits Security Administration  
U.S. Department of Labor  
200 Constitution Avenue, N.W.  
Washington, D.C. 20210  
Attention: 3001 Comment Request

### **COMMENTS TO EP DETERMINATIONS**

Comments submitted by you to EP Determinations must be in writing and received by June 14, 2019. However, if there are matters that you request the Department of Labor to comment upon on your behalf, and the Department declines, you may submit comments on these matters to EP Determinations to be received within 15 days from the time the Department notifies you that it will not comment on a particular matter, or by June 14, 2019, whichever is later, but not after June 29, 2019. A request to the Department to comment on your behalf must be received by May 15, 2019 if you wish to preserve your right to comment on a matter upon which the Department declines to comment, or by May 25, 2019 if you wish to waive that right.

### **ADDITIONAL INFORMATION**

Detailed instructions regarding the requirements for notification of interested parties may be found in Sections 19 and 20 of Revenue Procedure 2019-4. Additional information concerning this application (including, where applicable, an updated copy of the plan and related trust; the application for determination; any additional documents dealing with the application that have been submitted to the IRS; and copies of Section 19 of Revenue Procedure 2019-4) is available at the office of the Applicant at the address listed above during regular business hours for inspection and copying. There is a nominal charge for copying and/or mailing.