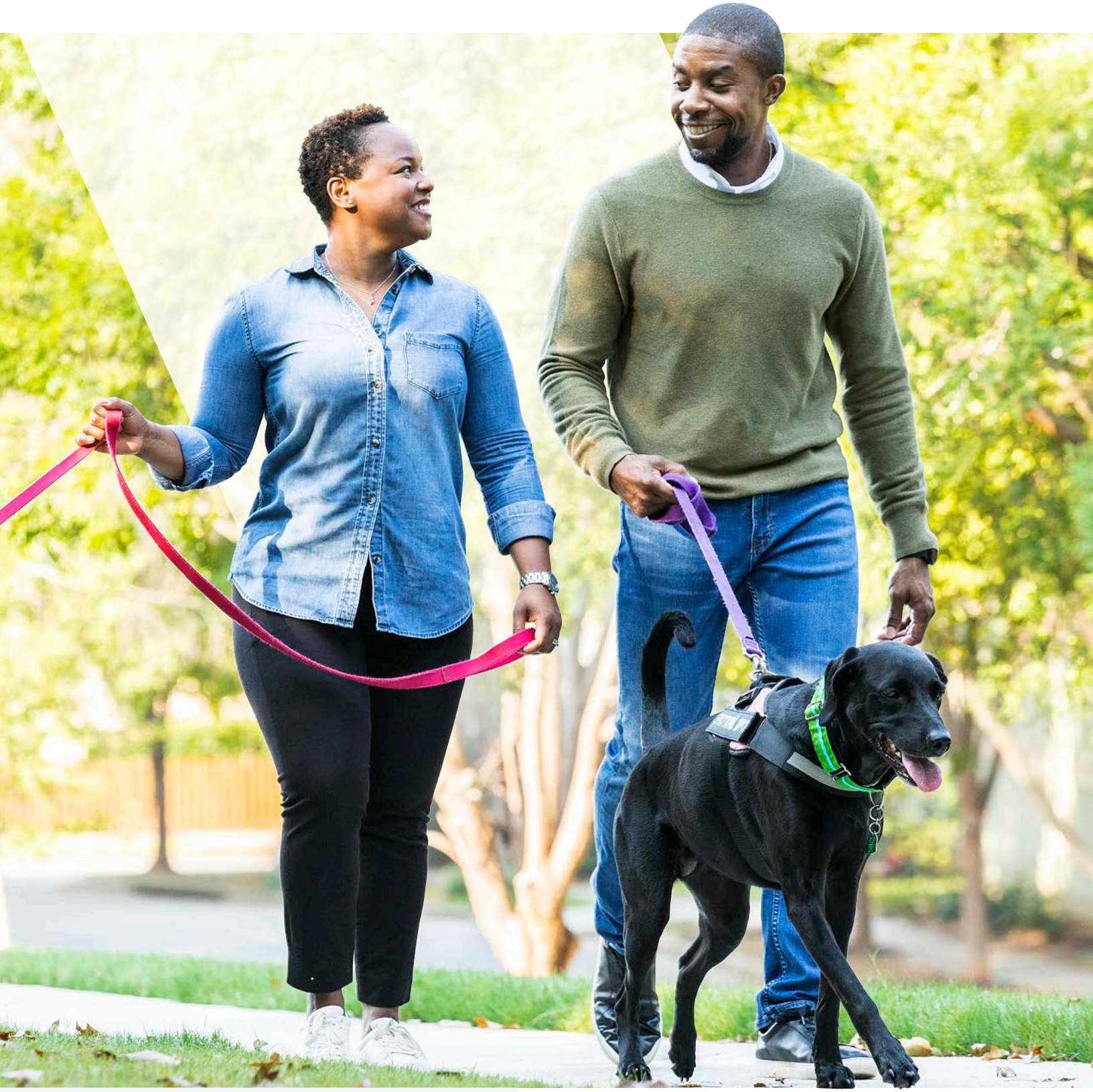
401(K) Benefit Options

2021 SUMMARY PLAN DESCRIPTION



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BENEFITS AT COX

Cox Enterprises, Inc.

401(k) Plan

Summary Plan Description

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Plan Overview

About this Booklet

This booklet, or Summary Plan Description (SPD), is intended to provide only a summary of the basic terms of the Cox Enterprises, Inc. 401(k) Plan (Cox 401(k) Plan or the plan), and is not the complete Cox 401(k) Plan document. The plan document itself is a full statement of all of the plan provisions. In the case of any conflict or inconsistencies between this booklet and the plan document, the plan document governs. If you wish to read the plan document, a copy is available upon request. The Plan Administrator's interpetation of the plan document is final and conclusive. The plan previously was named the Cox Enterprises, Inc. Savings & Investment Plan.

About the Plan

The Cox 401(k) Plan allows you to defer a percentage of your compensation to save for your retirement.

In addition, Cox matches a portion of your contributions and may make contributions to the plan on your behalf. The Cox 401(k) Plan is designed to work with Social Security and your personal savings to help you save for retirement.

Important Definitions

The following terms will be helpful to you in understanding the provisions of the Cox 401(k) Plan:

Compensation

Compensation is measured beginning with the payroll period that is paid on or immediately following your eligibility date. Your eligible pay includes:

- Base pay;
- Overtime pay;
- Paid bonuses;
- Commissions;
- Talent pay;
- Freelance payments;
- Guarantees in lieu of talent pay; and
- Compensation that exceeds basic union-negotiated rates.

It does **not** include:

- Severance pay (including, if applicable, accrued but unused sick pay that is paid in connection with termination of employment);
- Sick pay cashed out at the end of each calendar year;
- Any extraordinary bonuses (including any Long-Term Incentive Plan or similar plan awards);
- Reimbursements made under a medical reimbursement plan;
- Any sick, Short-Term Disability, workers' compensation or leave pay paid by a third party;
- Paid or reimbursed moving expenses;
- Paid or reimbursed car allowances and car add-ons;
- Paid or reimbursed country club dues and expenses;
- Cash or prize equivalent payments;
- Any taxable income from excess life insurance premiums, dependent life insurance coverage, or domestic partner coverage;
- Any amounts paid upon the cancellation of an employee contract;
- Any amounts attributable to or imputed from any other non-cash fringe benefit programs;
- Any amounts paid under a Cox self-funded welfare plan (including a Long-Term Disability plan); and
- Any contributions Cox makes on behalf of the employee to this plan or any other employee benefit plan (including the Cox Healthcare Plan).

Enhanced Match Employees

"Enhanced Match Employees" include the following:

- Individuals who are first employed by Cox after March 31, 2017, including those who were employed by a trade or business which was acquired by Cox after such date;
- Employees who (a) were employees of Cox prior to April 1, 2017; (b) had a termination of employment (regardless of whether the termination was prior to or after March 31, 2017); and (c) are re-hired by Cox after March 31, 2017 (unless such re-hire is pursuant to a legal right to be re-hired).

ERISA

The Employee Retirement Income Security Act of 1974, as amended. See the section titled "Your Rights Under ERISA".

Investment Funds

The trustee of the Cox 401(k) Plan, The Vanguard Fiduciary Trust Company, holds the plan's various investments. The Management Committee, appointed by the Executive Committee of the Cox Board of Directors, is responsible for overall plan policy and selects the investment funds.

Restricted Employee

An employee is deemed to be a “Restricted Employee” if they are projected to be paid above the “restricted employee rate.” The restricted employee rate is determined annually by the Plan Administrator. An employee’s projected pay for a calendar year is determined based on the following criteria:

- With respect to any employee who is not designated as a “commissioned employee” on the employer’s payroll system, the sum of (1) the employee’s “annual benefit base rate” as of October 1 of the prior plan year; plus (2) any regular bonuses paid to such employee.
- With respect to any employee who is designated as a “commissioned employee” on the employer’s payroll system, an employee’s “annual benefit base rate” as of October 1 of the prior plan year.

Any awards made under the Cox Enterprises, Inc. Long-Term Incentive Plan (or similar plan) are not taken into account in determining whether an employee is a Restricted Employee. Any employee who is a Restricted Employee for part of a plan year shall be deemed to be a Restricted Employee for that entire plan year. Cox, in accordance with IRS guidance, sets the compensation amount above when an employee is considered to be paid a restricted employee rate.

Spouse

An individual who is considered to be married to a Cox 401(k) Plan participant for federal income tax purposes.

Traditional Match Employees

“Traditional Match Employees” include:

- Individuals who were employed by Cox on or prior to March 31, 2017 (who have not had a separation from Cox after March 31, 2017);
- Employees covered by a collective bargaining agreement with part of the Cox Automotive Division which was in place as of March 31, 2017 and provided for participation in the plan (regardless of date of hire or re-hire by Cox);
- Employees who are employed at any of the locations listed on Exhibit A (regardless of date of hire or re-hire by Cox); and
- Employees who were (a) employed by Cox on or prior to March 31, 2017; (b) had a termination of employment; and (c) are re-hired by Cox after March 31, 2017 pursuant to a legal right to be re-hired (e.g., upon return from military leave).
- Employees of Dayton Newspaper who were rehired on March 1, 2020, were actively employed by Cox Enterprises, Inc. on December 16, 2019, ceased to be employees as a result of the sale to Apollo Global Management on December 17, 2019, and were previously determined to be a Traditional Match Employee.

Vesting Service

Vesting service is used to determine your eligibility to retain certain plan benefits. A year of vesting service generally includes any calendar year in which you have earned 1,000 hours of service. Employees exempt from overtime are credited with 45 hours for each week in which they earn one hour of service. Employees eligible for overtime are credited with their actual hours.

Eligibility and Enrollment

Initial Eligibility—Traditional Match Employees

If you are a full- or part-time employee scheduled to work at least 20 hours per week, you are eligible to enroll in the Cox 401(k) Plan on the first day of the month after 90 days of employment. For example, if your date of hire is January 15, your 401(k) eligibility date is May 1.

If you are a part-time employee scheduled to work fewer than 20 hours per week, you are eligible to enroll in the Cox 401(k) Plan on the first day of the month following the end of a 12-month period in which you earn one year of eligibility service. A year of eligibility service is a 12-month period in which you work at least 1,000 hours of service. If you do not earn 1,000 hours of service by your first anniversary date, you will be credited with one year of service if you complete 1,000 hours of service in any calendar year after your hire date.

Vanguard will notify you of your eligibility to enroll in the Cox 401(k) Plan.

Initial Eligibility—Enhanced Match Employees

If you are a full- or part-time employee scheduled to work at least 20 hours per week, you are eligible to enroll in the Cox 401(k) Plan on the 90th day following your first day of employment (or as soon thereafter as is administratively practical). For example, if your date of hire is April 10, your 401(k) eligibility date is on or about July 9.

If you are a part-time employee scheduled to work fewer than 20 hours per week, you are eligible to enroll in the Cox 401(k) Plan on the first day of the month after the payroll date confirming you have earned 1,000 hours during an eligibility service period. An eligibility service period is a period of 12 months, measured from your date of hire to your first anniversary date, and (if you do not complete 1,000 hours of service in that 12-month period) any calendar year after your hire date.

Vanguard will notify you of your eligibility to enroll in the Cox 401(k) Plan.

Eligibility upon Rehire or Change in Status

Once you have met the initial eligibility requirements and are re-hired by a participating employer, you will be eligible to enroll immediately upon rehire. If you have a change in status (e.g. from full-time to part-time status, or change employers from a Cox employer that does not participate in the plan to one that does), special rules apply. In both cases, Vanguard will notify you of your eligibility.

Employees Not Eligible for the Cox 401(K) Plan

In order to be eligible to participate in the Cox 401(k) Plan, you must be an "eligible employee." You are **not** eligible to participate in the Cox 401(k) Plan if you are:

- Covered by a collective bargaining agreement, unless participation in the plan was agreed to in bargaining negotiations;
- Employed by a Cox affiliate that has not adopted the Cox 401(k) Plan or are employed at a location that does not participate in the Cox 401(k) Plan;
- A non-resident alien who receives no income for services performed in the United States;
- A leased employee;
- A temporary employee; or
- Not classified as a common-law employee on Cox's payroll system (even if you are later determined to be a common-law employee).

Enrolling in the Cox 401(K) Plan

Enrollment—Traditional Match Employees

For participants who are not Enhanced Match Employees, enrollment in the Cox 401(k) Plan is not automatic. You must enroll directly with Vanguard as described below.

Enrollment and Affirmative Elections

If you would like to enroll in the plan, change your election to contribute to the plan or decline to contribute to the plan (including if you were automatically enrolled in the plan), you must contact Vanguard directly through one of the following methods:

- Online through Vanguard's enrollment page at vanguard.com/register. To enroll, you will need to enter the plan number: 090535.
- Through Vanguard's VOICE® Network, a 24-hour automated service, at 1-800-523-1188. (You will need a Personal Identification Number (PIN), which you can create by calling Vanguard and following the prompts.)
- Through a Vanguard Participant Services associate at 1-800-523-1188, Monday through Friday from 8:30 a.m. to 9:00 p.m. (Eastern Time).
    - If you are hearing impaired, contact Vanguard's TTY/TDD line at 1-800-523-8004.
    - To talk to a Spanish-speaking representative, contact Vanguard at 1-800-828-4487.

If you are unable to enroll or change your elections using one of these methods due to a disability or otherwise, please contact your Employee Service or Resource Center for assistance.

When you enroll, you choose how to divide your contributions among any combination of available investment funds. Your investment fund choices apply to your contributions, any company contributions and your catch-up contributions. (See the section titled "Catch-Up Contributions," see if

you are eligible to elect catch-up contributions.) Once you are enrolled, Vanguard will mail you a confirmation statement verifying your enrollment choices.

Automatic Enrollment—Enhanced Match Employees

If you are an Enhanced Match Employee, Cox will automatically enroll you in the Cox 401(k) Plan. If you are scheduled to work at least 20 hours per week, upon reaching your eligibility date, 6% of your compensation will be contributed to the plan on a pre-tax basis under the plan's automatic enrollment feature (so that you earn the maximum matching contribution), unless you make an affirmative election to contribute a different amount or not to contribute to the plan. If you are scheduled to work fewer than 20 hours per week, then you automatically will be enrolled at a 6% contribution beginning 90 days after you become eligible for the plan.

If your most recent hire or re-hire date is on or after January 1, 2019, and you are enrolled in the plan's automatic enrollment feature as described above, and you did not made an affirmative election to contribute a different amount or not contribute to the plan, then the rate of your contributions to the plan will be automatically increased by 1% of your Compensation each subsequent plan year unless you are a Restricted Employee. The automatic increase will go into effect April 1 of each plan year and be capped at the lesser of 10% of your Compensation or the IRS annual 401(k) employee contribution limit.

If you are enrolled in the plan automatically or your contribution is automatically increased, you may decide not to contribute to the plan or to contribute a different amount on a going forward basis at any time by making an election with Vanguard, as described in the section above. If you are automatically enrolled in the plan, your contributions and related match will be invested in the appropriate Vanguard Target Retirement Trust Plus fund with a target date closest to your 65th birthday.

The automatic enrollment feature is always for pre-tax contributions, not Roth contributions. If you would like to make Roth contributions, you must complete an election by visiting vanguard.com or by calling 1-800-523-1188.

Naming Beneficiaries

When you become eligible for the plan, you must name a beneficiary who will receive the amount in your Cox 401(k) Plan account upon your death. Vanguard maintains your beneficiary information. You can change your beneficiary at any time by logging in to your account at vanguard.com. Then click "My Profile" at the top of the page. (If you have multiple accounts at Vanguard, you may need to select "Employer Plans" first.) On the Overview page for your profile, click "Beneficiaries." Alternatively, you can designate beneficiaries by calling Vanguard at 1-800-523-1188.

If you are married, federal law requires that you name your spouse as your primary beneficiary, unless your spouse consents in writing to your naming someone else. If you are married and wish to have your death benefit paid to a beneficiary other than your spouse, you and your spouse must sign a form that:

- Names the person other than your spouse as your beneficiary;

- Contains your spouse's consent to the naming of another beneficiary;
- Acknowledges the effect of this designation on your spouse; and
- Is witnessed and notarized by a notary public.

If you are unmarried when you join the Cox 401(k) Plan and later marry, your spouse will become your beneficiary automatically, unless your spouse consents in writing (as described above) to your naming someone else. Any beneficiary designation made before your marriage becomes invalid.

If your spouse is your beneficiary and you subsequently divorce and do not want your former spouse to continue to be your beneficiary, you must take action to affirmatively change your beneficiary designation. To change your beneficiaries, log in to your account at vanguard.com and follow the steps outlined above or call Vanguard at 1-800-523-1188.

If you do not name a beneficiary, benefits generally will be paid to the following parties in the order listed:

- Your surviving spouse;
- If no spouse, then to your surviving children in equal shares;
- If no spouse or children, then to your surviving parents in equal shares;
- If no spouse, children or parents, then to your surviving siblings in equal shares; and
- If none of the above, then to your estate.

You should periodically review your beneficiary designation to make sure it reflects your wishes. This is especially critical if you experience a major change in your family, such as marriage, divorce, birth, death, or adoption. These events can impact your beneficiaries, so please take time to review your designations periodically.

Contributions to the Plan

Your Contributions

Once you are eligible, the Cox 401(k) Plan allows you to contribute from 1% to 75% of your eligible compensation to your 401(k) account through automatic payroll deduction. You may contribute on a pre-tax basis, a Roth basis, or a combination of the two. For the current IRS annual 401(k) contribution limit, please visit "retirementplans.vanguard.com/contributionlimits", and be aware that the limit applies to your combined pre-tax and Roth contributions.

If you are a Restricted Employee, the maximum you are allowed to contribute is limited; historically, it has been limited to 6% of your compensation. You will be notified of the limit in the fall if this provision applies to you for the upcoming plan year.

Once you are enrolled in the Cox 401(k) Plan, Cox automatically deducts your contributions on a pre-tax and/or Roth basis -- as elected by you – from your paycheck each pay period. Your

contributions are then credited to your Cox 401(k) Plan account on a schedule that corresponds to your pay frequency. Please note that due to processing schedules, credits to your account may not correspond exactly with your pay date.

Vanguard invests your contributions and the company's contributions according to the funds you selected in connection with enrollment (see the section titled "Investment Funds").

Considerations for Pre-Tax and Roth Contributions

Pre-tax contributions allow your savings go into the Plan before federal and most state and local income taxes are taken out. Your taxable income is reduced by the amount you save on a pre-tax basis. Lower taxable income generally means lower taxes. Additionally, your investment earnings also grow tax-deferred. This means you are not taxed until you receive the money as a withdrawal or distribution.

Roth contributions are a new feature beginning January 1, 2021. Roth contributions have different tax considerations. Unlike pre-tax contributions, Roth contributions are included in your income for tax purposes when you contribute them. This means you will pay tax on the amount of your contributions even though you do not actually receive those amounts. However, if you comply with the Roth rules, your contributions will grow on a tax-free basis. This means that if you follow the Roth rules, you will never pay tax on the earnings on your Roth contributions.

To qualify for this special treatment, both of the following must be observed:

- The distribution must not occur before a 5-calendar year period beginning with the first calendar year in which you made a Roth contribution to the Plan.
- The distribution must not occur before the first to occur of the following: (1) you reach age 59½, (2) you become disabled or (3) you die.

Changing or Stopping Your Contributions

Once you're enrolled in the plan, you may change or stop your contribution percentage or the Roth or pre-tax basis for future contributions at any time by contacting Vanguard: either accessing your account online (vanguard.com) or by calling Vanguard.

- Online at vanguard.com by accessing your account.
- Through Vanguard's VOICE® Network, a 24-hour automated service, at 1-800-523-1188. (You will need your personal identification number to use this service.)
- Through a Vanguard Participant Services associate at 1-800-523-1188, Monday through Friday from 8:30 a.m. to 9:00 p.m., Eastern Time.

Your contributions will increase, decrease or stop, as applicable, as soon as administratively possible after you contact Vanguard. Cox will not refund deductions that are taken from your pay during this period.

Please note that your local payroll contact cannot stop your contributions.

Company Match

Company Match Amount—Traditional Match Employees

If you are a Traditional Match Employee, for every dollar you contribute to your Cox 401(k) Plan account, up to 6% of your eligible compensation, Cox will contribute 50 cents. For this purpose, if does not matter whether you contribute on a pre-tax or Roth basis. Cox will credit your company match on a schedule that corresponds to your pay frequency. Then, Vanguard will invest your company match in the same funds you select for your contributions.

The **maximum** that the company will match is 50% on the first 6% of your contributions, regardless of your contribution amount. For example, if you contribute 15% to your Cox 401(k) Plan account, Cox will match the first 6% of your contribution at a rate of 50 cents for each dollar. (This example assumes your biweekly salary is $1,000.)

Biweekly salary	$ 1,000
Contribution percentage	x 15%
Your biweekly contribution	$ 150
Company match (6% of $1,000 x .50)	+ $ 30
Total biweekly 401(k) contribution	$ 180

If you contribute less than 6% of your eligible compensation, the company will match 50% of your contribution amount. For example, if you contribute 3% of your eligible pay to your Cox 401(k) Plan account, the company match will be 50% on your 3% contribution. (This example assumes your biweekly salary is $1,000.)

Biweekly salary	$ 1,000
Contribution percentage	x 3%
Your biweekly contribution	$ 30
Company match (3% of $1,000 x .50)	+ $ 15
Total biweekly 401(k) contribution	$ 45

Be aware that, while Cox will match your Roth contributions, the actual matching contributions Cox makes are not Roth contributions.

Cox's current practice is to calculate and pay the matching contribution each pay period rather than on an annual basis. This means that if you contribute less than 6% of your eligible compensation in any payroll period, you generally will not be able to earn the maximum matching contribution for the year, even if you contribute more than 6% in other payroll periods. For example, assume you contribute 10% of your eligible compensation during the first half of the year (13 payroll periods) and only 2% during the second half of the year (13 payroll periods; this example assumes your biweekly salary is $1,000):

First Half of the Year	
Biweekly salary (x13)	$ 13,000
Contribution percentage	x 10%
Your biweekly contribution (x13)	$ 1,300
Company match (6% of $1,000 x .50 x 13)	+ $390

Total biweekly 401(k) contribution (x13)	$ 1,690
Second Half of the Year	
Biweekly salary (x13)	$ 13,000
Contribution percentage	x 2%
Your biweekly contribution (x13)	$ 260
Company match (2% of $1,000 x .50 x 13)	$ 130
Total biweekly 401(k) contribution (x13)	$ 390

Your total matching contribution for the year would equal $520, or 2% of your annual compensation, even though your overall contribution rate for the year was 6%. Cox does not make an annual "true-up" matching contribution, except as described below.

If your total pre-tax and Roth contribution for the year reaches the IRS annual pre-tax maximum ($19,500 for 2021) and you do not receive the full matching contribution for the year, Cox will make a "true-up" matching contribution to your account. This true-up contribution is intended to provide you with a total annual matching contribution equal to 50% of your total deferrals for the year, on the first 6% of your annual compensation. The true-up is equal to the difference between the matching contribution you actually received during the year and the maximum matching contribution you could have received.

If you are receiving matching contributions under this Traditional Match Employee matching formula, your matching contributions are always 100% vested.

When You are Eligible to Receive the Match – Traditional Match Employees

If You're Scheduled to Work at Least 20 Hours per Week

You are eligible to begin receiving the company match on the first of the month following the first anniversary of your hire date. For example, if you were hired on February 3, 2017, the company match would begin with contributions made on or after March 1, 2018. Contributions you make beginning on this date will be eligible to receive the company match.

Hire date:	February 3, 2017
Eligibility date:	June 1, 2017
Eligibility date for company match:	March 1, 2018

If You're Scheduled to Work Fewer than 20 Hours per Week

You are eligible to receive the company match on contributions you make once you are eligible to participate in the Cox 401(k) Plan. (See the section titled "Eligibility").

If you are receiving matching contributions under this Traditional Match Employee matching formula, your matching contributions are always 100% vested.

Company Match Amount—Enhanced Match Employees

If you are an Enhanced Match Employee who has satisfied the eligibility requirements, for every dollar you contribute to your Cox 401(k) Plan account, up to 6% of your eligible compensation, Cox will contribute one dollar. For this purpose, if does not matter whether you contribute on a pre-tax or Roth basis. Cox will credit your company match on a schedule that corresponds to your pay frequency. Then, Vanguard will invest your company match in the same funds you select for your contributions.

The **maximum** that the company will match is 100% on the first 6% of your contributions, regardless of your contribution amount. For example, if you contribute 15% to your Cox 401(k) Plan account, Cox will match the first 6% of your contribution on a dollar for dollar basis. (This example assumes your biweekly salary is $1,000.)

Biweekly salary	$ 1,000
Contribution percentage	x 15%
Your biweekly contribution	$ 150
Company match (6% of $1,000)	+ $ 60
Total biweekly 401(k) contribution	$ 210

If you contribute less than 6% of your eligible compensation, the company will match 100% of your contribution amount. For example, if you contribute 3% of your eligible pay to your Cox 401(k) Plan account, the company match will be 100% on your 3% contribution. (This example assumes your biweekly salary is $1,000.)

Biweekly salary	$ 1,000
Contribution percentage	x 3%
Your biweekly contribution	$ 30
Company match (3% of $1,000)	+ $ 30
Total biweekly 401(k) contribution	$ 60

Be aware that, while Cox will match your Roth contributions, the actual matching contributions Cox makes not Roth contributions.

Cox's current practice is to calculate and pay the matching contribution each pay period rather than on an annual basis. This means that if you contribute less than 6% of your eligible compensation in any payroll period, you generally will not be able to earn the maximum matching contribution for the year, even if you contribute more than 6% in other payroll periods.

For example, assume you contribute 10% of your eligible compensation during the first half of the year (13 payroll periods) and only 2% during the second half of the year (13 payroll periods; this example assumes your biweekly salary is $1,000):

First Half of the Year	
Biweekly salary (x13)	$ 13,000
Contribution percentage	x 10%
Your biweekly contribution (x13)	$ 1,300
Company match (6% of $1,000 x 1.00 x 13)	+ $780
Total biweekly 401(k) contribution (x13)	$ 2,080

Second Half of the Year	
Biweekly salary (x13)	$ 13,000
Contribution percentage	x 2%
Your biweekly contribution (x13)	$ 260
Company match (2% of $1,000 x 1.00 x 13)	+ $ 260
Total biweekly 401(k) contribution (x13)	$ 520

Your total matching contribution for the year would equal $1,040, or 4% of your annual compensation, even though your overall contribution rate for the year was 6%. Cox does not make an annual "true-up" matching contribution, except as described below.

If your total pre-tax and Roth contributions for the year reaches the IRS annual pre-tax maximum ($19,500 for 2021) and you do not receive the full matching contribution for the year, Cox will make a "true-up" matching contribution to your account. This true-up contribution is intended to provide you with a total annual matching contribution equal to 100% of your total deferrals for the year, on the first 6% of your annual compensation. The true-up is equal to the difference between the matching contribution you actually received during the year and the maximum matching contribution you could have received.

If you are receiving matching contributions under this Enhanced Match Employee matching formula, your matching contributions are always 100% vested.

Fixed Contribution Amount—Enhanced Match Employees

If you are an Enhanced Match Employee who has satisfied the eligibility requirements, in addition to the company match described above, you also are eligible to earn a fixed contribution by the company to your plan account equal to 2% of your compensation earned during the plan year. The contributions will be made on a payroll-by-payroll basis.

You will not earn a vested right to retain your fixed contribution until you have earned 3 years of vesting service with Cox. However, if your employment terminates because you die; or after you reach retirement age (age 55); or if you become eligible to receive benefits under Cox's long-term disability program; or if you are involuntarily terminated by Cox in connection with certain corporate events, you will become fully vested in your fixed contribution amounts. If you leave Cox before you have earned a vested interest in the fixed account and you have five consecutive calendar years in which you do not earn at least an hour of service for Cox, you will forfeit your unvested fixed contribution account.

Catch-Up Contributions

If you are at least age 50 or will reach age 50 during the calendar year, you also are eligible to make a catch-up contribution for that year. Catch-up contributions give you the chance to save more for your retirement by allowing you to contribute above the IRS annual maximum.

The chart below illustrates the current maximum pre-tax and Roth contribution you're allowed through both regular 401(k) Plan and catch-up contributions. This amount can change from year to year. You may find current maximum combined pre-tax and Roth contribution limits at

vanguard.com/contributionlimits (Note: You may not reach the IRS's maximum even if you contribute the full 75% to your account.)

Year	Maximum Annual 401(k) Contribution (Pre-tax plus Roth)	Maximum Annual Catch-Up Contribution	Maximum Total Annual Contribution
2021	$19,500	$6,500	$26,000

Catch-Up Contributions and the Company Match

Catch-up contributions **are not eligible** for the company match. To make sure you get your full company match, to the extent you would like to stop or reduce your contributions to the plan, you should stop or reduce your catch-up contributions first.

Enrollment

If you are at least age 50 in the calendar year, you are eligible to elect a catch-up contribution. Vanguard will send you notification, including instructions on how to make your election, in the fall for the following plan year. Once eligible, you can elect catch-up contributions any time by calling Vanguard Participant Services at 1-800-523-1188 or visiting vanguard.com.

Stopping Catch-Up Contributions

You can stop your catch-up contributions at any time without affecting your regular 401(k) Plan contributions by calling Vanguard Participant Services at 1-800-523-1188 or visiting vanguard.com.

Rollovers to the Cox 401(k) Plan

You can roll money into the Cox 401(k) Plan from a 401(a) qualified trust, 401(k) plan, 403(a) qualified plan, 403(b) plan or annuity, 457(b) governmental plan or an individual retirement arrangement (IRA) described in IRS Code Section 408(a) or 408(b).

You may not roll over any portion of a distribution consisting of non-Roth after-tax money or money from a Roth IRA, IRA or Coverdell Education Savings Account.

Features of the Cox 401(k) Plan rollover option include the following:

- You do not have to be eligible to participate in the Cox 401(k) Plan to roll over money to the plan.
- There is no limit on the amount you can roll over.
- You can invest your rollover among any combination of the plan's available funds.
- You can change your fund choices at any time by accessing your Vanguard account online at vanguard.com or by calling 1-800-523-1188.

You will have to provide documentation about the amount you are rolling over. To obtain rollover forms, visit vanguard.com or call 1-800-523-1188.

Roth Conversions

The Plan also offers you another way to convert your non-Roth account balances to Roth accounts through a feature known as a Roth Conversion. This is a new feature effective January 1, 2021.

A Roth Conversion allows you to change the tax treatment on a portion of your account and have it treated as a Roth contribution instead of its previous treatment. This has several important consequences:

- You will need to include the amount in your current year income. This means you will have to pay taxes on the money (to the extent you have not yet done so) even though you will not receive it.
- Your account will be treated as a Roth contribution and subject to the same tax-free growth discussed above under the Section titled "Considerations for Pre-Tax and Roth Contributions" (assuming you meet the applicable requirements).
- You may have less ability to access the funds before retirement than you otherwise would have. For example, you cannot take a hardship withdrawal from accounts that have been converted to Roth.
- Roth conversions are irrevocable – you cannot change your mind later!

Roth conversions can be made on most of your accounts under the Plan including pre-tax accounts, employer contribution accounts, and even after-tax accounts if you have them. Some accounts (such as amounts that are already treated as Roth) and accounts that are not fully vested may not be eligible. Other restrictions may also apply.

Because Roth Conversions can have significant tax consequences, you may want to discuss the tax implications with your own tax advisor before you consider a Roth Conversion.

To obtain additional information or to elect a Roth Conversion, visit vanguard.com or call 1-800-523-1188.

Your Account

Investment Funds

You should make your investment decisions based on your personal financial goals and the reward/risk level with which you feel comfortable. As with any investment, future returns cannot be guaranteed.

You may invest your contributions and company match in a number of investment options available through the Cox 401(k) Plan. The plan offers two types of investment strategies: Vanguard Target Retirement Trusts and a variety of Other Funds from which you may select.

If do not submit an investment election, your account will be invested in the Target Retirement Investment Trust with a target date closest to your 65th birthday.

The following are summaries of tf the investment options available. These are provided for your convenience – Cox and the Administrative Committee do not provide investment advice. You should consider discussing your investment choices with your own investment advisor.

Additional information on the investment funds is available at vanguard.com or by calling 1-800-523-1188.

Target Retirement Investments

Each Target Retirement Investment Trust is a "one-decision" investment choice, since they invest in several underlying Vanguard funds that are broadly diversified. Investment returns are based on the returns of the underlying funds. Consider choosing the date-specific Target Retirement Investment that corresponds most closely with the year you expect to retire. For example, if you think you will retire in or around 2050, select the Target Retirement 2050 Trust Plus. As you approach retirement, the date-specific investments become more conservative to try to reduce the volatility of the investment performance. You may divide your contributions among multiple Target Retirement Trusts; however, they're designed specifically for allocating 100% of your retirement savings to one investment. Because your situation may change over time, we suggest that you periodically review your asset mix to ensure that it is consistent with your goals and risk tolerance. Also, consider discussing your investments with your own investment or financial advisor.

Vanguard Target Retirement Trust	
Vanguard Target Retirement 2065 Trust Plus	Vanguard Target Retirement 2035 Trust Plus
Vanguard Target Retirement 2060 Trust Plus	Vanguard Target Retirement 2030 Trust Plus
Vanguard Target Retirement 2055 Trust Plus	Vanguard Target Retirement 2025 Trust Plus
Vanguard Target Retirement 2050 Trust Plus	Vanguard Target Retirement 2020 Trust Plus
Vanguard Target Retirement 2045 Trust Plus	Vanguard Target Retirement 2015 Trust Plus
Vanguard Target Retirement 2040 Trust Plus	Vanguard Target Retirement Income Trust Plus

Note: Investments in Target Retirement Investments are not guaranteed at any time, including on or after the target date.

Other Funds

The funds below let you create your own investment mix. To invest in these funds, choose the percentage of your contribution or account, in 1% increments, that you want to invest in each fund. The total must equal 100%. However, you do not need to invest in all the funds – consider discussing your investment choices with your own investment or financial advisor.

The Cox 401(k) Plan fiduciaries periodically review the investment fund lineup and may make changes from time to time. The current line-up covers a spectrum of fund types (stocks, bonds,

etc…). You can review the latest fund line-up on Vanguard's website and find additional information about your investment options at https://retirementplans.vanguard.com/PubFundChart/cox/5783

You will receive periodic updates to the investment lineup, and you can always access a current list of fund choices by accessing your account as described under the section entitled "Managing Your Account" below.

A Word about Investment Risk

All investing is subject to risk. Diversification does not ensure a profit or prevent a loss from market volatility.

- An investment in a money market fund is not insured or guaranteed by the Federal Deposit Insurance Corporation or any other government agency. Although a money market fund seeks to preserve the value of your investment at $1 per share, it is possible to lose money by investing in such a fund.
- Investments in bond funds are subject to interest rate, credit and inflation risk. U.S. Government backing of Treasury or agency securities applies only to the underlying securities and does not prevent share-price fluctuations.
- Target Retirement Funds are subject to the risks associated with their underlying funds.
- Prices of mid- and small-cap stocks often fluctuate more than those of large-company stocks.
- Foreign investing involves additional risks including currency fluctuations and political uncertainty. Stocks of companies in emerging markets are generally riskier than stocks of companies in developed countries.
- In addition to risk of loss, investment funds are also subject to fees which can reduce your investment returns.

For more information about any fund, including investment objectives, risks, charges and expenses, call Vanguard at 1-800-523-1188 to obtain a prospectus. A mutual fund prospectus is a pamphlet or brochure that provides information about a mutual fund. Read and consider the prospectus information carefully before you invest. You can also download Vanguard fund prospectuses at vanguard.com.

The Cox 401(k) Plan intends to comply with ERISA section 404(c). That section applies to plans that allow participants the ability to direct their own investments. The amount of your benefits under the Plan will depend in part upon your choice of investments. Gains as well as losses can occur with any investment you choose and the plan fiduciaries do not guarantee the performance of any investment nor can they be held liable for any losses that are the direct result of your or your beneficiary's investment instructions.The Cox 401(k) Plan intends to comply with ERISA section 404(c). This means that the fiduciaries of the Cox 401(k) Plan may be relieved from liability for any losses that are the direct result of your or your beneficiary's investment instructions.

At any time, you can change your investment mix for future contributions by accessing your Vanguard account on the Web or by phone. (See "Managing Your Account" in the next section.) Consider evaluating your investments periodically to make sure the mix of funds continues to allign with your financial situation and retirement goals.

Managing Your Account

Accessing Your Account

- ***Online.*** Log on to your account at vanguard.com/retirementplans. Not yet registered for immediate, secure online account access? You will need your plan number: 090535.
- ***On your mobile device.*** Go to vanguard.com/bemobile to download the Vanguard app so you can access your account on the go.
- ***By phone.*** Call 1-800-523-1188 to reach Vanguard's 24-hour interactive VOICE® Network. You will need your Social Security number and a personal identification number (PIN) to use VOICE. To create a PIN, follow the prompts. Or you can speak with a Vanguard Participant Services associate Monday through Friday from 8:30 a.m. to 9:00 p.m., Eastern Time.

Changing Your Contributions and Managing Your Account

You can conduct the following types of transactions at any time by logging on to your account at vanguard.com or calling Vanguard:

- Increase or decrease the amount you contribute;
- Obtain up-to-date account balances;
- Change your investment options for future contributions;
- Transfer money between funds; and
- Initiate requests for loans and withdrawals.

Quarterly Account Statement

After the close of each calendar quarter, you will receive an account statement from Vanguard, showing the activity in your account, including contributions, investment earnings, transactions, balance and the investment performance during the most recent quarter. (You can also access your quarterly statement online. Please consider signing up for paperless delivery.) Your quarterly statement generally reflects your contributions through the 15th of the month in which the quarter ends. Due to processing schedules, contributions after the 15th may not be reflected on your next quarterly statement.

Accessing Your Money before Retirement

Like all 401(k) plans, the Cox 401(k) Plan is designed to encourage long-term savings specifically for your retirement. Under limited circumstances, however, you can access your money before retirement should the need arise. Consider all of your other options carefully before taking a loan or

withdrawal from your Cox 401(k) Plan account. Removing money from your account will impact your long-term savings and may result in income tax obligations and tax penalties.

Loans

Eligibility

Generally, you are eligible to take up to two loans from your account if you are an active employee and have an account balance. You are not eligible to initiate a loan if you:

- Are on an unpaid leave of absence;
- Are on long-term disability;
- Are terminated;
- Are retired; or
- Have a qualified domestic relations order affecting your account.

Applying for a Loan

You can request a loan from your Cox 401(k) Plan account directly through Vanguard:

- Online at vanguard.com by accessing your account.
- Through Vanguard's VOICE® Network, a 24-hour automated service, at 1-800-523-1188. (You will need your PIN to use this service.)
- Through a Vanguard® Participant Services associate at 1-800-523-1188, Monday through Friday from 8:30 a.m. to 9:00 p.m., Eastern Time.

Loan Limits

You may have up to two loans at a time after March 31, 2020. Prior to that time, there was a limit of only one loan outstanding at a time. You are eligible for a new loan when:

1. You pay your outstanding loans in full; and
2. Vanguard has received final payment on your outstanding loan (at least 8 days before you request a new loan).

The amount of the loan cannot exceed the lesser of:

- 50% of your vested account balance; or
- $50,000, reduced by the highest outstanding loan balance of the last 12 months.

Your loan amount must be at least $1,000. Your company match funds will be used to calculate the amount available to borrow, but you cannot borrow the matching funds. Your company fixed contribution funds are not used to calculate the amount available to borrow, and you cannot borrow the fixed funds.

Special Rule for 2020: For new loans taken during the 6-month period beginning on March 27, 2020 by certain eligible individuals adversely affected by the COVID-19 pandemic, the limits above were increased to the lesser of:

- 100% of your vested account balance; or
- $100,000, reduced by the highest outstanding loan balance of the last 12 months.

Eligibility for this special treatment is the same as eligibility for a Coronavirus Related Distribution (described below).

Terms of the Loan

- There is an application fee and an annual maintenance fee for the loan.
- The term of a loan may not be longer than five years unless it is a "home" loan.
- A home loan is one used to acquire any dwelling unit that is your principal residence. The term may be for any reasonable period of time but no longer than 30 years.
- Your loan may not extend beyond your retirement, long-term disability approval, death or termination of employment. When you leave Cox, your loan becomes payable in full. (See "Repaying Your Loan" in the next section.)

Interest on Your Loan

- Interest on the loan will be charged at a rate determined by the Plan Administrator.
- Interest paid on the loan will be credited to your account and is not tax-deductible.

Repaying Your Loan

- Payments on an outstanding loan are taken as post-tax payroll deductions, separate from your contributions to the Cox 401(k) Plan and are not eligible for the company match.
- You must have a minimum of $10 deducted from your pay each pay period to repay your loan. If your loan deductions do not begin in a timely manner, please contact Vanguard at 1-800-523-1188 to avoid penalties.
- Due to the timing of payroll cycles, one additional loan payment may be deducted from your pay at the end of the loan. Vanguard will refund this overpayment. (Your payroll coordinator cannot refund such loan overpayments.)
- You may repay a loan partially or fully at any time during the term of your loan without a penalty. Contact Vanguard for loan payoff procedures.
- Funds you receive through the Cox 401(k) Plan loan are exempt from the 10% penalty tax for early withdrawal, as well as from income taxes—as long as you repay your loan in full on a timely basis.
- When you leave Cox, your loan becomes payable in full. (See "Repaying Your Loan at Retirement or Termination from Cox" in the next section.)

Special Rule for 2020:

For eligible individuals adversely affected by the COVID-19 pandemic, special rules applied to plan loans during 2020. In general, your plan loan repayments from March 27, 2020 through December 31, 2020 can be suspended if you are eligible. Eligibility for this special treatment is the same as eligibility for a Coronavirus Related Distribution (described below).

The suspension was not automatic – eligible individuals were required to contact Vanguard to elect a suspension. Also, only payments were suspended – interest continued to accrue. Additionally, the maximum period of the loan was extended accordingly.

As soon as practicable after December 31, 2020, loans of individuals using this special rule will be reamortized and payments will recommence. Note that payment amounts may be different due to the passage of time and the accrual of interest.

Repaying Your Loan at Retirement or Termination from Cox

If your employment terminates for any reason, you must pay your outstanding loan balance in full within 90 days of your termination. Alternatively, you can continue to make loan repayments through Electronic Bank Transfer (EBT). Contact Vanguard at 1-800-523-1188 to request information on repaying your loan.

If you choose not to repay the loan or you don't repay it by the applicable deadline, the IRS considers the unpaid balance to be a taxable distribution to you. In addition, if you are under age 59-1/2, a 10% federal penalty tax usually will apply. This penalty may not apply if you left Cox after age 55. You will receive an IRS form 1099-R from Vanguard reporting your taxable amount.

Repaying Your Loan During a Leave of Absence

If you take a leave of absence without pay—or at a pay level not sufficient to deduct full loan payments after income and employment tax withholding—you have two options:

1. Elect to continue making the full amount of your loan payments during your leave of absence by certified check, Electronic Bank Transfer (EBT) or money order; or
2. Have loan payments suspended and make no payments during the period of suspension—or up to the twelve months. (Contact Vanguard if you elect not to make payment but later change your mind and want to make payments during your leave of absence.)

To the extent you suspend your loan payments during your leave of absence, interest will continue to accrue on your outstanding loan balance during your loan suspension period. This will increase the amount that you owe on your loan because interest is accruing on delayed payments.

Note: By continuing to make loan payments during your leave of absence, you avoid accruing additional interest on delayed payments.

Even if loan payments are suspended, the loan must be repaid within five years of when it was first taken (30 years for a home loan).

Repaying Your Loan During Military Leave of Absence

A military leave of absence will be treated like an unpaid leave of absence for loan repayment purposes, with certain exceptions:

- If your leave of absence is for military service, you may suspend your repayments for the entire length of your military leave, regardless of whether your military leave extends beyond a twelve-month period.
- Your loan must be repaid in full by the end of your original repayment period plus your period of military service, regardless of whether this period exceeds the five-year or 30-year maximum loan period.
- You may elect to continue making scheduled repayments during your military leave of absence through payroll deductions, if applicable, or by certified check or money order.

Repaying Your Loan After Your Death

If you die with an outstanding loan, your loan must be repaid in full within 90 days. The executor/administrator of your estate may repay your outstanding loan balance within the 90-day grace period. If the executor/administrator fails to repay the loan, the outstanding loan balance will be subtracted from the total account balance in determining the amount of the actual distribution of your account in the plan. Your beneficiary will receive the net value of your account as the death benefit, which will be subject to the federal income tax rules and regulations. (Your estate will be taxed on amount of the loan which was not repaid.)

Repaying Your Loan After Filing for Bankruptcy

If you file for bankruptcy, your loan repayments will not be stopped automatically.

Rules for Suspending Loan Repayment During a Leave of Absence

If you elect to suspend your loan payments, the period of suspension will be the duration of your leave or 12 months, whichever is shorter. If you originally elected a loan repayment period shorter than the five-year (or 30-year) maximum loan period permitted under the plan, then the term of your loan will be extended automatically by the length of your suspension period. In no event, however, will the term of your loan be extended beyond the five-year (or 30-year) maximum repayment period that originally applied to your loan.

Example: Assume you take a five-year, general purpose loan from your Cox 401(k) Plan account on January 1, 2019. The loan must be repaid by December 31, 2023. On January 1, 2020, you take a twelve-month, unpaid leave of absence and suspend your loan payments during this period. Your outstanding loan balance still must be repaid by December 31, 2023.

Resuming Loan Payments After a Leave of Absence

When you return to work, your loan payments automatically will resume through payroll deduction in the amount equal to the payroll deductions taken before your loan suspension. If your loan payments were suspended (regardless whether the term of your loan was extended), then resuming the prior

payroll deduction amount will not be sufficient to repay the outstanding balance, including the additional accrued interest, by the end of the loan's term. Because you are required to repay the loan by the end of the term, you may:

- Make a lump-sum payment-in-full of the outstanding loan balance by certified check, Electronic Bank Transfer (EBT), money order, or payroll deduction at any time prior to the end of the loan's term; or
- Increase your payroll deduction in an amount to repay the loan in full by the end of the repayment period.

If you increase your payroll deductions, your added deductions will be applied to pay off the principal of the loan. Alternatively, you may ask Vanguard to re-amortize your loan (so your deductions are applied to both principal and interest), but:

1. You may be charged a re-amortization fee; and
2. Your payroll deductions can never be less than the amount of your original payroll deduction before the suspension.

If the term of your loan expires before your return to work, you will be required to repay your total outstanding balance by certified check or money order by the final payment date. Contact Vanguard at 1-800-523-1188 or go to vanguard.com to receive your payoff amount and to arrange for payment.

Failure to Repay Your Loan

If you fail to make a minimum loan repayment by its due date for any reason, you will have 90 days from that date to make such payment. If you cannot make a minimum payment within the 90-day period, the Administrative Committee may grant an extended "cure" period in which to make your loan payment. However, your repayment due date may be extended only up to the end of the calendar quarter following the calendar quarter in which the expected payment amount was due. Vanguard will ordinarily notify you if it has not received a loan payment for 45 days.

Your loan is declared in default if you do not make your loan payment and:

- The 90 days elapse; or
- The extended cure period elapses (if applicable).

The total outstanding amount of your loan (including any interest that has accrued) will be deemed distributed to you. The amount of the deemed distribution or actual distribution will be taxable to you in the year of default and may be subject to a 10% early distribution penalty. You will receive an IRS Form 1099-R to report the income.

Even if your loan is deemed distributed, you may still repay it in full by calling Vanguard Participant Services at 1-800-523-1188.

There are several advantages to repaying your loan after it is deemed distributed and taxable to you; one is your ability to take another loan once you have repaid your entire outstanding loan balance. You should contact your tax advisor or attorney to determine whether repayment after a deemed distribution is the right decision for you.

Withdrawals

To determine how much you are eligible to withdraw from your account or to apply for a withdrawal, call Vanguard Participant Services at 1-800-523-1188 or go to vanguard.com.

Hardship Withdrawals

A hardship withdrawal may be available to you if you, your spouse or your dependents have an urgent and heavy financial need due to one of the following reasons:

- Purchasing your primary residence;
- Paying current educational expenses;
- Paying medical and dental expenses not covered by insurance;
- Preventing eviction from, or foreclosure on, your primary residence;
- Paying burial or funeral expenses for a parent, spouse, child, or dependent; or
- Paying certain expenses for repairing your principal residence if the expenses qualify for a casualty deduction.

Withdrawal Limits

- Hardship withdrawals from your account are limited to two every 12 months.
- The minimum amount you may withdraw is $500.
- The amounts withdrawn are taxable. If you are younger than 59½, in most cases you are subject to an additional 10% penalty that you pay when you file your taxes.
- You may withdraw all of your contributions, company matching funds and earnings on the company match. Generally, earnings on your contributions are not eligible for withdrawal. Additionally, you may not withdraw any fixed contribution amounts or earnings on such amounts.
- A hardship withdrawal cannot exceed the amount of financial need created by the hardship. Unlike a loan, you cannot repay the amount of the hardship withdrawal to your account, although you can continue to contribute to your account.
    - Roth Conversion accounts are not eligible for a hardship withdrawal.
- Before you apply for a hardship withdrawal from your Cox 401(k) Plan account, you must exhaust all other sources of money first. You are required to represent in the application that you have insufficient cash or other liquid assets reasonably available to satisfy the need.
- Before requesting a hardship, consider whether your financial need can be met through other means such as:
    - Receiving money through insurance or other means.
    - Converting into cash reasonably available assets, including those of your spouse and children.

- Stopping your current contribution to the Cox 401(k) Plan. That is, could your need be met if you stop your regular contributions. (You can continue to make contributions to the plan and still be eligible for a hardship withdrawal.)
- Borrowing money from a commercial lender at reasonable terms.
- Taking a loan from the Cox 401(k) Plan (if eligible) or any other plan in which you participate that allows loans.

In-Service Withdrawals

If you are at least age 59½ , you may withdraw some or all of your account balance (including all company contributions) through an in-service withdrawal. In-service withdrawals do not require any documentation and there is no limit to the number or frequency of withdrawals you may request. Funds you receive from an in-service withdrawal are exempt from the 10% early withdrawal penalty tax but are subject to a mandatory 20% federal income tax withholding.

Coronavirus Related Distribution

During the 2020 calendar year, eligible individuals had the option to elect a special distribution option known as the Coronavirus Related Distribution of up to $100,000. Please be aware that the $100,000 is across all qualified retirement plans in which you participate, so if you make a withdrawal under another employer's 401(k) plan, this will reduce the amount you have available under this Plan. You are responsible for tracking this limit yourself!

The Coronavirus Related Distribution has some advantages over other available distribution options (such as a hardship or even a loan):

- if you qualify for the distribution, you are not subject to the 10% penalty tax for early withdrawal.
- you may have the option to spread the income tax consequences of the distribution over three years instead of taking it all in 2020.
- you have the option to repay the distribution within three years, but you are not required to do so.

The Coronavirus Related Distribution was only available until December 31, 2020. Also, you needed to qualify for the distribution by meeting certain eligibility requirements. The following is a summary of the requirements to qualify:

(A) You or your spouse or dependent must have been diagnosed with the virus SARS-CoV-2 or with coronavirus disease 2019 (referred to collectively in this notice as COVID-19) by a test approved by the Centers for Disease Control and Prevention (including a test authorized under the Federal Food, Drug, and Cosmetic Act);

OR

(B) You must have experienced adverse financial consequences as a result of the following occurring to you or your spouse or a member of your household:

- being quarantined, being furloughed or laid off, or having work hours reduced due to COVID-19;
- being unable to work due to lack of childcare due to COVID-19;
- closing or reducing hours of a business owned or operated by you (or your spouse or member of your household) due to COVID-19.
- having a reduction in pay (or self-employment income) due to COVID-19 or having a job offer rescinded or start date for a job delayed due to COVID-19.

Participants electing the Coronavirus Related Distribution were required to self-certify their eligiblity – Cox will not independently verify your eligibility. Make sure you retain documents demonstrating your eligibility in case you are ever audited by the IRS. Cox and the Cox 401(k) Plan will not retain these documents for you and will be unable to assist you if that occurs.

To Apply for a Withdrawal

To apply for any of the three types of withdrawals from your Cox 401(k) Plan account, contact Vanguard at 1-800-523-1188 or go to vanguard.com.

Distributions from the Plan in Error

If you receive any kind of distribution from the plan in error, you will be responsible for repaying the amount of the erroneous distribution.

Qualified Domestic Relations Orders

In general, no one but you can claim your benefits. To the extent permitted by law, your benefits cannot be subject to attachment, execution, garnishment or other legal or equitable processes.

One exception to this rule, however, is a qualified domestic relations order (QDRO). Your spouse, former spouse, child or other dependent could claim your Cox 401(k) Plan benefit if it is the subject of a judgment, decree or order from a court (including approval of a property settlement agreement) that:

- Relates to the provision of child support, alimony payments, or property rights to your spouse, former spouse, child or other dependent;
- Is made according to a state domestic relations law (including a community property law); and
- Meets certain other legal requirements.

If you are currently going through a divorce and the judgment will affect your Cox 401(k) Plan benefits, call Vanguard's Participant Services at 1-800-523-1188. to obtain, without charge, a copy of the Cox 401(k) Plan's QDRO procedures.

If You Leave Cox

Receiving Your Benefits

You (or your beneficiary) are eligible to receive benefits upon your retirement, death, termination of employment or approval for disability after the appropriate forms have been submitted and all of your contributions have been reported to Vanguard. The benefits will be the total amount in your Employee Contribution Account (your contributions, including catch-up contributions and rollover contributions) and your vested Employer Contribution Account (company match and vested fixed contribution) as of the date they are paid. Within approximately 30 days of your leaving Cox, Vanguard will send you termination information.

Vanguard will pay your Cox 401(k) Plan benefits to you (or your beneficiary). Once you withdraw funds from your account—other than through a loan—they are subject to income tax. Check with your financial advisor about income tax implications before withdrawing funds from your account.

Distribution options at the time of your retirement, death, termination of employment or disability certification depend on the value of your Cox 401(k) Plan account balance at such time.

If your account balance is $1,000 or less:

- You will receive your account balance as a lump sum; unless
- You timely elect to roll your balance over to another employer's eligible plan or an IRA.

If your account balance is more than $1,000, but less than or equal to $5,000:

- Your balance will roll over to a Vanguard IRA and will be invested in the Vanguard Prime Money Market Fund; unless
- You timely elect one of the following two options:
  1. Receive your balance as a lump sum; or
  2. Roll your balance over to another employer's eligible plan or an IRA.

If your account balance is more than $5,000, you have the following options:

- Leave your account balance in the Cox 401(k) Plan;
- Take a taxable lump-sum cash payment of all or any portion of your account;
- Take a direct rollover into a traditional IRA or an eligible retirement plan; or
- Choose installment payments, for a maximum of 25 years beginning on the date you choose. You can receive installment payments on a monthly, quarterly, semiannual or yearly basis.

Payment of your Cox 401(k) Plan benefits must begin no later than the April 1 of the year following the year you reach age 72 (or 70½ if you were born before July 1, 1949) or terminate employment with Cox, whichever is later. (If you are a 5% owner of Cox, you must start receiving your Cox 401(k) Plan benefit no later than the April 1 of the year following the year you reach age 72 (or 70½ if you

were born before July 1, 1949), regardless of whether you are still working for Cox.) The amounts of these required minimum distributions are calculated under IRS rules.

Special Rule for 2020

The minimum distribution rules described above did not apply in 2020 due to the COVID-19 pandemic. The Plan did not automatically distribute these amounts unless the you specifically requested them.

You (or your beneficiary) are responsible for taking your required minimum distributions. If you fail to take your required minimum distributions, you may be subject to an excise tax of 50% of the missed required distributions.

Your distribution will generally be subject to a mandatory 20% federal income tax withholding and your applicable state tax withholding rate; your distribution also may be subject to a 10% penalty tax if you leave employment with Cox prior to age 55 and take a distribution from your 401(k) account prior to age 59½.

Death Benefits

If your vested account balance is more than $5,000 when you die, your beneficiary can receive the amount as:

- A lump-sum cash payment;
- Installments paid for a maximum of five years after your death; or
- A rollover into a traditional IRA or, for a surviving spouse, an eligible employer plan.

Before choosing a payment option, the beneficiary should be sure to understand the tax consequences related to each of the payment options. Note that your beneficiary will be subject to the IRS's required minimum distribution rules (as described above).

Repayment of an Outstanding Loan Balance

If you have an outstanding loan under the Cox 401(k) Plan, your balance is due within 90 days of your termination of employment; otherwise, you will pay tax on the outstanding balance and, in some situations, a 10% penalty tax as well. (See the section titled "Repaying Your Loan")

Applying for Your Benefits

To apply for a loan or withdrawal from your Cox 401(k) Plan account, contact Vanguard. (See the section titled "Accessing Your Money")

You can conduct most transactions with Vanguard by phone. If your transaction requires the completion of paperwork, respond to Vanguard within 60 days of receiving the information. Otherwise, your account balance, if it doesn't exceed $5,000, will be cashed out or rolled over to a Vanguard IRA, as applicable. If your account balance is greater than $5,000, your balance will remain at Vanguard unless you elect a distribution.

Lost Participants

It is your responsibility to make sure the Plan's records contain your most current address. You should contact your human resources department or the Cox Corporate Benefits department. Similarly, if you have elected to receive communications via email, it is your responsibility to keep your email address updated. If the Plan Administrator cannot locate you, your plan benefit may be forfeited.

Claim Procedures

Important: it is mandatory to use these claims procedures before you will be able to file a lawsuit. Failure to file these procedures and adhere to time limits described below may adversely affect (or even extinguish) your right to benefits under the Cox 401(k) Plan.

Review of Claim

If you file a claim regarding your benefit under the Cox 401(k) Plan, a decision on your claim generally must be made within 90 days after receiving your claim (45 days if your claim is for a disability benefit). If additional time is needed to process your claim because of special circumstances, the time for a decision may be extended for up to an additional 90 days (up to an additional 30 days for a disability benefit), and you will be notified in writing of the need for the extension within the initial 90 day period (the initial 45 day period for a disability benefit). In the case of a disability benefit claim, the notice also will indicate:

- The standards on which your entitlement to a benefit is based;
- The unresolved issues preventing a decision on your claim;
- Additional information needed to resolve such issues; and
- A statement that you are afforded at least 45 days in which to provide the specified information.

In any case, a decision on your claim will be made within a total of 180 days (105 days if your claim is for a disability benefit).

Denied Claims

If your claim is denied, you, your representative or your beneficiary (if applicable) will receive written or electronic notice of any denial of benefits. This notice will contain:

- The specific reasons for the denial;
- The specific Cox 401(k) Plan provision(s) on which the denial is based;
- A description of any additional material or information necessary for you or your beneficiary to appeal the claim;
- An explanation of why such material or information is necessary;
- A description of the Cox 401(k) Plan review procedures and time limits applicable to such procedures, including a statement of your or your beneficiary's right to bring a civil action under section 502(a) of ERISA following an adverse determination; and

- In the case of a disability claim, the criterion relied upon in making the adverse determination and that a copy of such criterion will be provided to you (or your beneficiary) at no charge upon request.

All determinations by the plan will be final, conclusive, and binding except to the extent that they are appealed pursuant to the following procedure.

Appeal to the Administrative Committee

The Administrative Committee of the Cox 401(k) Plan reviews appeals of denied claims. To have a denied claim reviewed, you, your representative, or your beneficiary must send a written request to:

Administrative Committee
c/o Cox Corporate Benefits Department
Cox Enterprises, Inc.
6205-A Peachtree Dunwoody Rd.
Atlanta, GA 30328

Requests for review must be made no later than 60 days after you receive the notice of denial (180 days if your claim is for a disability benefit). You or your representative also may submit a written statement of issues and comments and may request an opportunity to review, free of charge, all plan documents, records, and other information relevant to your claim for benefits.

Review on Appeal

The Administrative Committee generally will submit its final decision on the appeal within 60 days after its receipt (45 days if your claim is for a disability benefit) unless special circumstances require further time for processing. In any case, a decision on the appeal should be made within a total of 120 days (90 days if your claim is for a disability benefit). You should receive a written or electronic notice of the Administrative Committee's benefit determination of the review that will include:

- The specific reasons for the denial;
- The specific Cox 401(k) Plan provision(s) on which the denial is based;
- A statement that you or your beneficiary is entitled to receive, without charge, reasonable access to, and copies of, all plan documents, records and other information that:
    - Were relied upon in making the determination;
    - Were submitted, considered or generated in the course of making the determination;
    - Demonstrate compliance with the administrative process and safeguards required in making the determination; or
    - Constitute a statement of policy or guidance with respect to the Cox 401(k) Plan concerning the denial without regard to whether the statement was relied upon.
- A statement of your right to bring a civil action under section 502(a) of ERISA.

In the case of a disability claim, the notice also should contain:

- The criteria relied upon in making the adverse determination (a copy of such criteria will be provided to you upon request at no charge);
- A statement that you or the plan may have other voluntary alternative dispute resolution options, such as mediation; and
- A statement that one way to find out whether there is a voluntary alternative dispute resolution option exists is to contact the U.S. Department of Labor or your state insurance regulatory agency.

If your claim is denied on appeal, you may commence a court action in accordance with your rights under ERISA. Before starting a court action, you must have exhausted the plan's administrative remedies and procedures. Any court action must be filed in the United States District Court for the Northern District of Georgia, Atlanta Division, before expiration of the two-year period immediately following the date your claim on appeal is denied.

Special Claim Limit for Lost or Uncashed Payments

If you make a claim for benefits under the plan, the plan processes payment for your benefit, and then you make a claim for benefits against the plan because such payment was lost or uncashed (or you otherwise failed to receive such payments), you must make a claim within three years of the date such payment was processed.

Your Rights under ERISA

As a participant in the Cox 401(k) Plan, you are entitled to certain rights and protections under ERISA. ERISA provides that all plan participants are entitled to:

- Receive information about plan benefits;
- Examine, without charge, at the Plan Administrator's office and at other locations (such as other company offices and union halls), all documents governing the plan, including the trust agreement and collective bargaining agreements, and a copy of the latest annual report (Form 5500 Series) filed by the plan with the U.S. Department of Labor and available at the Public Disclosure Room of the Employee Benefits Security Administration (EBSA);
- Obtain, upon written request to the Plan Administrator, copies of plan documents governing the operation of the plan (the Plan Administrator may charge a reasonable amount for copies);
- Receive a summary of the plan's annual financial reports (the Plan Administrator is required by law to furnish each participant with copies of these summary annual reports);
- Obtain a statement telling you whether you have a right to receive benefits from the Cox 401(k) Plan and, if so, what your benefits under the plan would be if you stop working now. This statement must be requested in writing and is not required to be given more than once every 12 months. The plan must provide the statement free of charge.

In addition to creating rights for plan participants, ERISA imposes duties upon the people who are responsible for the operation of the employee benefit plan. The people who operate the Cox 401(k) Plan, called “fiduciaries” of the plan, have a duty to operate the plan prudently and in the interest of you and other plan participants and beneficiaries. No one, including your employer, union or any other person, may terminate your employment or otherwise discriminate against you in any way to prevent you from obtaining a Cox 401(k) Plan benefit or exercising your rights under ERISA. If your claim for a Cox 401(k) Plan benefit is denied in whole or in part, you must receive a written explanation of the reason for the denial, and you have the right to obtain copies of documents relating to the decision without charge. You have the right to have the plan review and reconsider your claim.

Enforcing Your Rights under ERISA

Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request materials from the plan and do not receive them within 30 days, you may file suit in federal court. In such a case, the court may require the plan administrator to provide materials and pay you up to $110 a day until you receive the material—unless the materials were not sent because of reasons beyond the plan administrator’s control. If you have a claim for benefits that is denied or ignored, in whole or in part, you may file suit in a state or federal court. In addition, if you disagree with the plan administrator’s decision or lack thereof concerning the qualified status of a QDRO (qualified domestic relations order), you may file suit in federal court.

You also may obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the EBSA. If the plan fiduciaries misuse the plan’s money or if you are discriminated against for asserting your rights, you may seek assistance from the U.S. Department of Labor or you may file suit in federal court. The court will decide who should pay court costs and legal fees. If you are successful, the court may order the person you have sued to pay these costs and fees. If you lose, the court may order you to pay these costs and fees if, for example, it finds that your claim is frivolous.

If you have any questions about the Cox 401(k) Plan, you should contact the plan administrator. If you have any questions about this statement or about your rights under ERISA, you should contact the nearest area office of the U.S. Employee Benefits Security Administration, Department of Labor, listed in your telephone directory or:

Division of Technical Assistance and Inquiries
Employee Benefits Security Administration (EBSA)
200 Constitution Ave., NW
Washington, DC 20210

You also may obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the EBSA or visiting dol.gov/ebsa.

As a reminder, the rights described below are subject to your exhaustion of the claims and appeals procedures. You are not permitted to file a lawsuit before first going through the claims and appeals procedures.

Plan Amendment and Termination

Cox reserves the right to amend or terminate the Cox 401(k) Plan at any time. No amendment to the Cox 401(k) Plan can retroactively reduce amounts properly credited to your account, except when required to comply with an Act of Congress or an Internal Revenue Service rule.

Information Required Under ERISA

The following information is required by the Employee Retirement Income Security Act (ERISA) of 1974:

Name of Plan:	Cox Enterprises, Inc. 401(k) Plan (commonly referred to as the "Cox 401(k) Plan") The plan was previously named the Cox Enterprises, Inc. Savings and Investment Plan.
Plan Sponsor:	Cox Enterprises, Inc. 6205-A Peachtree Dunwoody Rd. Atlanta, GA 30328 You may receive from the plan administrator, upon request, information as to whether a particular affiliate of Cox Enterprises, Inc. is a participating employer under the Cox 401(k) Plan.
Employer Identification Number:	58-1035149
Plan Number:	003
Plan Year:	Calendar year
Type of Plan:	Profit-sharing plan with cash or deferred 401(k) feature, and an ERISA 404(c) Plan.
Type of Administration:	The administration of the Cox 401(k) Plan is the responsibility of the Management Committee appointed by the Executive Committee of the Board of Directors of Cox Enterprises, Inc. and the Administrative Committee appointed by the Management Committee. Day-to-day administrative services are provided by the Plan's third-party recordkeeper, Vanguard.
Plan Administrator:	Cox Enterprises, Inc. 6205-A Peachtree Dunwoody Rd. Atlanta, GA 30328 1-877-741-4747
Agent to Receive Service of Legal Papers:	Corporation Service Company 40 Technology Pkwy. South Suite 300 Norcross, GA 30092 Service of legal process also may be made on the trustee or plan administrator.
Trustee:	Vanguard Fiduciary Trust Company Vanguard Financial Center

	100 Vanguard Blvd. Malvern, PA 19355
Name of Fund Used for Accumulation of Assets:	Cox Enterprises, Inc. Savings and Investment Trust
Insurance of Benefits:	Benefits under the Cox 401(k) Plan are not insured by the Pension Benefit Guaranty Corporation.
Normal Retirement Date:	A participant's normal retirement date is the first day of the month that coincides with or next follows his or her 65th birthday.

If you have questions, please discuss them with your human resources department or with the Cox Corporate Benefits department at 6205-A Peachtree-Dunwoody Rd., 11th Floor, Atlanta, GA 30328, 1-877-741-4747; benefitshelp@coxinc.com.

EXHIBIT A

COX LOCATIONS NOT PARTICIPATING IN
THE ENHANCED MATCHING AND FIXED CONTRIBUTIONS
(As of January 1, 2021)

None.

6205-A Peachtree Dunwoody Road
Atlanta, GA 30328
678-645-0000

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