



Kennametal Thrift Plus Plan Highlights

Welcome to the Kennametal Thrift Plus Plan (the “Plan”)! It’s easy to get caught up in the present, but it’s also important to look ahead. Start investing in your future—and yourself—today with help from the Plan and Fidelity.

Enroll Now!

Log on to Fidelity NetBenefits® at www.401k.com or call a Fidelity representative at **800-835-5095**. To use the EasyEnroll feature and enroll in the Plan in just 60 seconds, go to www.401k.com/easy.

Key Features of Your Kennametal Thrift Plus Plan

Eligibility	You are immediately eligible to participate in the Plan and make employee contributions.
Automatic Enrollment	<p>Employees must enroll within 45 days from date of hire. If you do not enroll by 45 days from date of hire, you will be automatically enrolled at a 3% pretax contribution rate. Your contributions will be invested in the Plan’s age-based JPMCB SmartRetirement Passive Blend DRE Fund CF Class.</p> <p>We encourage you to choose a contribution rate and investment options that are appropriate for you. If you don’t want to contribute to the Plan, you must change your contribution rate to 0% within the first 45 days of your Employment. You can change your contribution rate, select other available investment options, or opt out of the Plan at any time.</p> <p>More information about the JPMCB SmartRetirement Passive Blend DRE Fund CF Class options and other investment options can be found online through your Fidelity account.</p>
Your Contributions	<p>Through automatic payroll deductions, you can contribute from 1%–50% of your eligible base pay as pretax, after-tax, or Roth contributions, or a combination, up to the annual IRS dollar limits.</p> <p>A Roth contribution to your Plan allows you to make after-tax contributions and take any associated earnings completely tax-free at retirement, as long as the distribution is a qualified one. A qualified distribution, in this case, is one that is taken at least five tax years after your first Roth 401(k) contribution and after you have attained age 59½, become disabled, or die.</p>
Annual Increase Program	You can choose to increase your retirement savings plan contributions automatically each year through the Annual Increase Program.
Company Contributions	Kennametal will match 100% of the first 6% of your contributions immediately.
Contribution Limits	<p>You are able to contribute up to the IRS contribution limits for the year.</p> <p>If you have reached age 50 or will reach 50 during the calendar year January 1–December 31 and are making the maximum plan or IRS pretax and Roth contribution, you may make an additional “catch-up” contribution each pay period.</p>
Investments	<p>The Plan offers you a range of options to help you meet your investment goals.</p> <p>You can select a mix of investment options that best suits your goals, time horizon, and risk tolerance. Complete descriptions of the Plan’s investment options and their performance, as well as planning tools to help you choose an appropriate mix, are available online at www.401k.com.</p>
Vesting	You are always 100% vested in your own contributions and their earnings, as well as any company contributions.
Rollovers	You are permitted to roll over eligible pretax contributions from another 401(k), 401(a), 403(a), 403(b), or governmental 457(b) retirement plan account, or eligible pretax contributions from conduit individual retirement accounts (IRAs). Be sure to consider all your available options and the applicable fees and features of each before moving your retirement assets.

Online Beneficiary Designation	It's important to designate a beneficiary for your Plan account. Log on to www.401k.com . Select Profile , then <i>Beneficiaries</i> , and follow the steps to designate your beneficiary online.
One-on-one Support	<ul style="list-style-type: none"> • Contact Fidelity Representatives. No matter your location, you can schedule an over-the-phone appointment for detailed, personal help. • Fidelity Investor Centers. Fidelity has more than 195 Investor Centers across the country. The professionals in the Investor Centers are highly trained to provide you with the latest retirement planning insights and investment help. Investor Center products and services are offered beyond your employer-sponsored retirement Plan.

Accessing your account

Access your Plan account online at www.401k.com or call **800-835-5095** to speak with a Fidelity representative Monday through Friday, 8:30 a.m. to 8:30 p.m. Eastern time (excluding most holidays). You can also use the automated voice response system, virtually 24 hours, 7 days a week.

Download the NetBenefits® app from the App Store®, or Google Play™ Store to access your account on your mobile device.

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Fidelity is here to help! If you have questions, call 800-835-5095.

Investing involves risk, including risk of loss.

This document provides only a summary of the main features of the Kennametal Thrift Plus Plan, and the Plan Document will govern in the event of discrepancies.

The Plan is intended to be a participant-directed plan as described in Section 404(c) of ERISA, which means that fiduciaries of the Plan are ordinarily relieved of liability for any losses that are the direct and necessary result of investment instructions given by a participant or beneficiary.

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