

S

SUMMARY PLAN DESCRIPTION

for the

Jabil 401(k) Retirement Plan

January 1, 2018

TABLE OF CONTENTS

(1)	<i>General</i>	1
(2)	<i>Identification of Plan</i>	1
(3)	<i>Type of Plan</i>	1
(4)	<i>Plan Administrator / Recordkeeper</i>	2
(5)	<i>Trustee/Trust Fund</i>	2
(6)	<i>Eligibility to Participate</i>	3
(7)	<i>Elective Deferrals/Employer’s Contributions</i>	3
	<i>“Pre-Tax” versus “After-Tax” (Roth) Elective Deferrals</i>	4
	<i>“Automatic” Elective Deferrals</i>	5
	<i>Employer Matching Contributions</i>	6
	<i>Employer Nonelective Contributions</i>	7
	<i>Compensation</i>	7
	<i>Conditions to Receive Contribution Allocation</i>	8
	<i>Special Top Heavy Contributions</i>	8
	<i>Limits on Amount of Contributions</i>	8
	<i>Investment of Contributions</i>	9
	<i>Plan Fees</i>	9
(8)	<i>Employee Contributions</i>	10
	<i>In-Plan Roth Conversions</i>	10
	<i>Rollovers to This Plan</i>	11
(9)	<i>Vesting in Employer Contributions</i>	11
(10)	<i>Payment of Benefits after Termination of Employment</i>	11
(11)	<i>Payment of Benefits Prior to Termination of Employment</i>	13
	<i>Age 59½ In-Service Distribution</i>	13
	<i>Hardship Distributions</i>	13
	<i>Contribution Sources of Distributions</i>	14
	<i>Qualified Domestic Relations Orders</i>	14

<i>(12) Disability Benefits.....</i>	<i>15</i>
<i>(13) Payment of Benefits upon Death.....</i>	<i>15</i>
<i>(14) Disqualification of Participant Status - Loss or Denial of Benefits.....</i>	<i>16</i>
<i>(15) Claims Procedure.....</i>	<i>17</i>
<i>(16) Retired Participant, Separated Participant with Vested Benefit, Beneficiary Receiving Benefits.....</i>	<i>17</i>
<i>(17) Participant's Rights under ERISA.....</i>	<i>17</i>
<i>(18) Federal Income Taxation of Benefits Paid.....</i>	<i>19</i>
<i>(19) Loans.....</i>	<i>19</i>
<i>(20) Guarantee of Benefits.....</i>	<i>20</i>
<i>(21) Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA).....</i>	<i>20</i>
<i>(22) Tax Advice.....</i>	<i>20</i>
<i>(23) Overpayments.....</i>	<i>21</i>
<i>(24) Spouse / Marital Status.....</i>	<i>21</i>

SUMMARY PLAN DESCRIPTION

This summary of the Jabil 401(k) Retirement Plan describes the Plan's provisions as of July 1, 2016. It will be updated from time to time if the Plan is amended. You should keep this summary with your important financial papers as it describes your rights under the Plan. You may obtain additional copies of this summary or updated summaries by visiting myJabil<http://jabilweb/2009benefitsUS/> at: <http://jepprd/myHR/US-Benefits/>, Google Sites at: <https://sites.google.com/a/jabil.com/jabil-us-benefits/home>, or by requesting a hard copy from your local HR department.

(1) General. The legal name, address and Federal Employer Identification Number of the Employer is:

Jabil, Inc.
10560 Dr. Martin Luther King Jr. Street North
St. Petersburg, FL 33716
EIN: 38-1886260

We will refer to the Employer as "Jabil" in this summary.

Jabil has established a retirement plan ("Plan") to supplement your income at retirement. In addition to retirement benefits, the Plan may provide benefits in the event of your death or disability or in the event of your termination of employment prior to normal retirement. If you have any questions after reading this summary, please ask the Plan Administrator or your local Human Resources Department.

(2) Identification of Plan. The Plan is known as the

Jabil 401(k) Retirement Plan

Jabil has assigned 002 as the Plan identification number. The Plan Year is the twelve consecutive month period beginning every January 1 and ending every December 31.

(3) Type of Plan. The Plan is commonly known as a 401(k) defined contribution plan. Section (7) of this Summary, entitled "Elective Deferrals/Employer's Contributions," explains how you share in Jabil's annual contributions to the trust fund and the extent to which Jabil has an obligation to make annual contributions to the trust fund.

You are entitled to direct the investment of contributions made on your behalf. In that regard, the Plan is intended to be an ERISA section 404(c) plan. Under the heading "Investment of Contributions" in Section (7) of this Summary, you will find additional information describing this aspect of the Plan.

Under this Plan, there is not a fixed dollar amount of retirement benefits. Your actual retirement benefit will depend on the amount of your account balance when you retired or withdraw the account. The amount in your account balance will depend on the annual contributions from you and Jabil, the length of time you participate in the Plan and the success of the investment of your account.

(4) Plan Administrator / Recordkeeper. The Jabil 401(k) Plan Committee is the **Plan Administrator**. Jabil's telephone number is (727) 577-9749. Jabil has designated the Benefits Manager to assist with the duties of the Plan Administrator. You may contact the Benefits Manager at Jabil's address or through your local Human Resources Department.

The Plan Administrator has hired a **Recordkeeper** to assist it in keeping records for the Plan, handling required testing and administration for the Plan and providing information to you regarding the Plan. The Recordkeeper for the Plan is Merrill Lynch Wealth Management who may be contacted through the Plan's website www.benefits.ml.com or by calling 1-800-228-4015.

The Plan Administrator through the Recordkeeper is responsible for providing you and other participants information regarding your rights and benefits under the Plan. The Plan Administrator also has the primary responsibility for filing the various reports, forms and returns with the Department of Labor and the Internal Revenue Service.

The name of the person designated as agent for service of legal process and the address where a processor may serve legal process upon the Plan is:

Robert L. Katz, General Counsel
Jabil, Inc.
10560 Dr. Martin Luther King Jr. Street North
St. Petersburg, FL 33716

A legal processor may also serve the Trustee of the Plan or the Plan Administrator.

(5) Trustee/Trust Fund. Jabil has appointed -

Bank of America, N.A. Trust Company
1300 Merrill Lynch Drive
Mail Code NJ2-130-03-27
Pennington, NJ 08534

as Trustee. The Trustee will hold all amounts Jabil contributes to the Plan, on your behalf, in a trust fund. Upon the direction of the Plan Administrator, the Trustee will make all distribution and benefit payments from the trust fund to participants and beneficiaries. The Trustee will maintain trust fund records on a Plan Year basis.

(6) Eligibility to Participate. Except as otherwise provided in this Section (6), you must complete 30 days of service as an employee with Jabil or a Jabil U.S. subsidiary to become a participant in the Plan. You will become a member of the Plan on the first day of the first pay period that starts after the day you complete the 30 days of service requirement (provided you remain employed on that date).

As a participant, you will be eligible for elective deferrals and employer contributions described in Section (7) of this summary. Jabil will provide enrollment procedures to all newly eligible employees.

You are ineligible to participate in the Plan during any period that you are

- a non-resident alien receiving no earned income from Jabil that constitutes income from sources within the United States
- a resident of Puerto Rico,
- a leased employee,
- a collective bargaining employee,
- an employee that was not considered a W-2 employee at the time that you were paid for your service,
- an employee of a foreign subsidiary (since only employees of wholly owned U.S. subsidiaries are eligible to participate in the Plan), or
- an employee working at a business acquired by Jabil during a transition period following the acquisition.

If you transfer either into or out of employment that is eligible to participate in the Plan, special rules will apply to you. During the period that you are employed in an ineligible employment category (such as employment by a foreign subsidiary) you will not participate in the Plan and you will not be treated as a terminated employee for purposes of taking a distribution from the Plan, but your service will count toward the 30 day eligibility requirement. As a result, if you later transfer to employment that is eligible to participate, you may have already satisfied all or part of the Plan's eligibility requirements as of your date of transfer. If you transfer out of an employment category that is eligible to participate in the Plan, your service after the transfer will continue to be counted toward eligibility, but your Compensation while you are employed in the ineligible category won't be counted by the Plan in calculating contributions (either your deferrals, or Jabil contributions).

For purposes of participation in the Plan, the Plan does not apply any "break in service rules." This means that, if you terminate employment after becoming a participant in the Plan and later return to employment, you may re-enter the Plan on your re-employment date. In addition, if you terminate employment prior to satisfying the Plan's eligibility conditions, your service before the termination will count toward the eligibility requirement if you become reemployed.

(7) Elective Deferrals/Employer's Contributions. This Plan includes a cash or deferred arrangement, known as "a 401(k)," in which you may elect to have Jabil contribute a portion of

your compensation to the Plan. The contributions Jabil makes, based upon your election, are "elective deferrals." The Plan Administrator will allocate your elective deferrals to a separate account designated by the Plan as your Deferral Contributions Account.

Subject to certain limits, you may choose to defer up to 75% of your compensation. In calculating your deferrals, the Plan will take deferrals only from compensation that is counted by the Plan. See the subsection entitled "Compensation" below for a full description of the items that are and are not included in that compensation definition for purposes of calculating your deferrals.

If you choose to make elective deferrals to the Plan, you must elect a contribution of at least 1% of your compensation and your election must specify the exact percentage that you choose using even increments of 1% (i.e., 1%, 2%, 3%, etc.). The percentage that you elect will apply to all compensation that is paid to you after the deferral election takes effect (to the extent such compensation is counted by the Plan). See the discussion below in this section describing the annual dollar limit on elective deferrals and the dollar limit on the amount of compensation which can be taken into account.

As a participant in the Plan, you may enter into an elective deferral contribution agreement with Jabil. The Plan Administrator through the Recordkeeper will provide you with information about the method used to enroll. Jabil will withhold from your pay the amount you have agreed to have Jabil contribute as elective deferrals. These amounts will be contributed to the Trust Fund discussed earlier.

"Pre-Tax" versus "After-Tax" (Roth) Elective Deferrals. Beginning April 1, 2018, you have the option of choosing whether your elective deferral contributions will be pre-tax (the traditional elective deferral approach) or post-tax (achieved by electing to have your elective contributions be treated as "Roth" deferrals). You may designate some or all of your elective deferrals as Roth deferrals. Your election designating all or a portion of your elective deferrals as Roth deferrals will be irrevocable as to any deferrals already withheld from your Compensation before the date that you file a modification to your deferral contribution election with the Plan. If you make regular pre-tax 401(k) deferrals, your deferrals are not subject to income tax until distributed from the Plan. If you make Roth 401(k) deferrals, your deferrals are subject to income tax at the time of deferral. The Roth 401(k) deferrals, however, are not taxed when you receive a distribution from the Plan. In addition, if the distribution of Roth 401(k) deferrals is considered "qualified," then the earnings on the deferrals will not be subject to income tax when distributed from the Plan. Distributions from your Roth accounts will be considered "qualified" only if the distribution is on account of attainment of age 59 1/2, death or disability, and the distribution must not occur prior to the end of the 5 year participation period that begins with the first taxable year for which you made a Roth 401(k) deferral to the Plan, or if earlier, the first taxable year for which you made a Roth 401(k) deferral to another Roth 401(k) plan or Roth 403(b) plan that you rolled over to this Plan. Both types of deferrals are subject to Social Security taxes at the time of deferral. Jabil will deduct the Social Security taxes, and in the case of Roth 401(k) deferrals will deduct income taxes, from your remaining compensation.

“Automatic” Elective Deferrals. The Plan applies automatic elective deferrals to each employee who becomes eligible to be a participant in the Plan. For this purpose, a terminated Employee who is reemployed will be subject to the automatic elective deferral provision.

Under the automatic deferral provision, the Company automatically reduces your compensation by the automatic deferral percentage and contributes that amount to the Plan as your elective deferral, unless you affirmatively elect otherwise with the Plan’s Recordkeeper by logging onto the Plan’s website www.benefits.ml.com or calling 1-800-228-4015. By taking that affirmative action, you may either (i) have nothing deferred from your compensation, or (ii) elect a percentage different than the automatic deferral percentage of your compensation. If you were hired on or after December 1, 2006 and before January 1, 2018, your automatic deferral percentage is 2% of your eligible Compensation each pay period. If you were hired on or after January 1, 2018, your automatic deferral percentage is 5% of your eligible Compensation each pay period. If you terminate employment and are rehired, you will be considered a newly hired Participant on the date of your rehire for purposes of the Automatic Elective Deferrals. As a result, your date of rehire will control whether your automatic deferral percentage is 2% or 5%.

The Company will give you advance written notice of this automatic deferral procedure and a reasonable amount of time to make a different election. These “automatic” 401(k) contributions will be invested in the Plan’s Qualified Default Investment Fund unless you affirmatively elect otherwise with the Plan’s Recordkeeper by logging on to the Plan’s website www.benefits.ml.com or calling 1-800-228-4015 to select one (1) or more investment options. As of January 1, 2018, the Qualified Default Investment Fund is the Vanguard Target Income Retirement Fund. However, the default fund may be changed from time to time as the Plan Administrator deems appropriate. You will be given a written notice each year letting you know what the default fund will be for the coming Plan Year.

Your elective deferral contribution agreement (also called a “deferral election”) will specify the percentage of your compensation that you wish to have contributed to the Plan as your elective deferral. Your deferral election remains in effect until you revoke or modify the agreement. You may revoke or modify your deferral election, on a prospective basis, on any business day of the year. The changes will take effect as of the payroll date immediately following the date you file the elective deferral contribution change or revocation, as long as it is administratively feasible. Otherwise, the changes will take effect on the following payroll date.

For any calendar year, your elective deferrals may not exceed a specific dollar amount announced each year by the Internal Revenue Service. For 2018, this amount is \$18,500 per year. After 2018, this amount may increase for cost-of-living adjustments.

If you are age 50 or older (or if you will reach age 50 before the end of the year), then you may elect to defer additional amounts called “catch-up contributions.” The catch-up contributions may be made regardless of any other limitations on the amount of your elective deferrals under the Plan. The maximum catch-up contribution that you may make in 2018 is \$6,000 per year. After 2018, the maximum catch-up contribution may increase for cost-of-living adjustments.

If your elective deferrals to the Plan for a particular calendar year exceed the dollar limitations in effect for that calendar year, the Plan will refund the excess amount, plus any earnings (or loss) allocated to that excess amount.

If you participate in another "401(k) arrangement" or in similar arrangements under which you elect to have an employer contribute on your behalf, your total elective deferrals to all plans in which you participate may not exceed the dollar limitation in effect for that calendar year. The Form W-2 you receive from each employer for the calendar year will report the amount of your elective deferrals for that calendar year under that employer's plan. If your total exceeds the dollar limitation in effect for that calendar year you should decide which plan you wish to designate as the plan with the excess amount. If you designate this Plan as holding the excess amount for a calendar year, you must notify the Plan Administrator of that designation by February 15 following such calendar year. If your elective deferrals to this Plan included Roth deferrals, your notification to the Plan must also identify the extent to which, if any, the excess deferrals are comprised of Roth deferrals. The Trustee then will distribute the excess amount to you, plus earnings (or loss) allocated to that excess amount. If you have both a pre-tax deferral account and a Roth deferral account in this Plan that received deferral contributions for that calendar year, you may designate how much of the excess deferral should be distributed from the pre-tax deferral account and how much should be distributed from the Roth deferral account. If you do not designate the account(s) from which the excess deferral distributions should be made, the Plan will distribute excess deferrals first from your pre-tax deferrals made on behalf of the year.

Employer Matching Contributions. For each Plan Year that you are a participant, Jabil may contribute a matching contribution based on your "eligible contributions." Your eligible contributions are your elective deferrals for the Plan Year, including catch-up contributions described above (but excluding any elective deferrals that exceed the dollar limitation for the Plan Year determined by the Internal Revenue Service). The Plan Administrator will allocate your matching contributions to your Matching Contributions Account.

Currently, the only type of matching contribution provided by the Plan is the safe harbor match. Before 2009, the Plan also offered a discretionary match.

Safe harbor matching contributions will be deposited for you for each year that you make eligible contributions for the Plan Year. The amount of safe harbor matching contribution will be 100% of your eligible contributions for the Plan Year up to 3% of your compensation for the Plan Year plus 50% of your eligible contributions for the Plan Year that exceed 3% but do not exceed 5% of your compensation for the Plan Year. Safe harbor matching contributions will be recorded in a separate Safe Harbor Matching Contributions Account.

Discretionary matching contributions are the type of matching contribution that were typically made to the Plan by Jabil each year before the Plan was amended to provide the automatic safe harbor matching contributions. Now that the Plan provides safe harbor matching contributions, it no longer offers additional discretionary matching contributions.

Employer Nonelective Contributions. In addition to matching contributions, Jabil has the discretion to contribute additional amounts for a Plan Year as a discretionary amount that Jabil designates as a nonelective contribution. The Plan has not historically received nonelective contributions and it is not anticipated that nonelective contributions will be made to the Plan on a regular basis.

This type of contribution is referred to as “nonelective” because, unlike the elective deferrals and matching contribution described above, the amount of the nonelective contribution is not based on or related to an election that you make. If Jabil makes a nonelective contribution to the Plan, the Plan Administrator will allocate your portion of this contribution to your Nonelective Contributions Account. There is no requirement that Jabil make nonelective contributions to the Plan for any year, and the expectation is that such nonelective contributions, if any, will be unusual.

If Jabil makes a nonelective contribution, the Plan Administrator will determine your portion of the nonelective contributions based on your share of the total compensation paid during that Plan Year to all participants eligible for the allocation. For example, if your compensation for a particular Plan Year equals 10% of total compensation for all participants eligible for the allocation, the Plan Administrator would allocate 10% of the total nonelective contributions to your Nonelective Contributions Account.

The Plan also permits, but does not require, Jabil to make qualified nonelective contributions. Any qualified nonelective contributions made by Jabil will be allocated only to non-highly compensated employees and credited to such employees' separate Qualified Nonelective Contributions Account.

Compensation. The Plan defines compensation as your total earnings reportable as W-2 wages for Federal income tax withholding purposes, with the limited exceptions described below. However, if your compensation exceeds \$275,000 per year, only the first \$275,000 will be counted as Compensation under the Plan. This \$275,000 cap is the 2018 limit and will be adjusted periodically by the Internal Revenue Service for increases in the cost-of living.

Compensation does not include: (1) any amount that is required to be reported on your W-2 due to exercise, sale or exchange of a stock option or because restricted stock or other property becomes freely transferable or is no longer subject to a substantial risk of forfeiture; (2) employer contributions to a deferred compensation plan on your behalf that are not included in your gross income and distributions from a plan of deferred compensation; (3) amounts that have special tax treatment, such as group term life insurance that is not included in your gross income; (4) non-cash compensation that is reported on your W-2 as taxable to you but which amounts are not paid to you through the payroll system (such as non-cash amounts or benefits including welfare benefits, non-cash bonus awards and imputed income from group term life insurance); (5) reimbursements, relocation expenses, and cost of living adjustments paid to you; or (6) any amount that is required to be reported on your W-2 due to sale or exchange of stock acquired pursuant to an employee stock purchase plan.

In addition, compensation does not include any amounts paid after you sever employment other than payments of regular compensation for services that were performed during your regular working hours, or compensation for services outside your regular working hours (such as overtime or shift differential), commissions, bonuses, or other similar payments. Such payments of post-severance regular compensation will be counted only if the amounts are paid within 2 ½ months after the severance (or, if earlier, by the end of the calendar year in which the severance occurred) and the amounts would have been paid to you prior to a severance from employment if you had continued in employment with Jabil. The Plan does not count as Compensation any payments of severance pay, leave cash-out payments, deferred compensation, or salary continuation while on military or disability leave.

The Plan counts compensation only for the part of the Plan Year in which you are actually a participant. As a result, your compensation earned during the 30 day waiting period to become a member of the Plan is not counted by the Plan in calculating either your deferrals to the Plan or Jabil contributions to the Plan.

Conditions to Receive Contribution Allocation. There are no allocation conditions that you must satisfy each year to receive the contributions described in this Section (7) other than the requirement that you be a participant in the Plan during the year for which a contribution is made. As a result, you will be allocated matching contributions and, to the extent they are made, employer nonelective contributions, for each year that you are a participant in the Plan even if you are not employed on the last day of the year and regardless of the number of hours that you work during the year.

Special Top Heavy Contributions. The contributions described in this Section (7) may vary for certain employees if the Plan is top heavy. Generally, the Plan is top heavy if more than 60% of the Plan's assets are allocated to the accounts of key employees (certain owners and officers). If the Plan is top heavy, any participant who is not a key employee and who is employed on the last day of the Plan Year will receive a top heavy minimum allocation for that Plan Year. Usually that minimum is 3%, but if the contribution allocation for the Plan Year is less than 3% for all the key employees, the top-heavy minimum is the smaller allocation rate. If you are a participant in the Plan and it is considered top-heavy for the year, your allocation described in this Section (7) in most cases will be equal to or greater than the top-heavy minimum contribution allocation. The Plan also may vary the definition of the top heavy minimum contribution to take into account another plan maintained by Jabil. The Plan is not currently top-heavy and is not expected to be top-heavy in the future.

Limits on Amount of Contributions. The law limits the amount of “additions” (other than trust earnings) which the Plan may allocate to your account under the Plan. Your additions may never exceed 100% of your compensation for a particular Plan Year, but may be less if 100% of your compensation exceeds a dollar amount announced by the Internal Revenue Service each year. For 2018, that limit is \$55,000. The Plan may need to reduce this limitation if you participate (or have participated) in any other plans maintained by Jabil. The discussion of Plan allocations in this Section (7) is subject to this limitation.

Investment of Contributions. You are entitled to direct the investment of contributions made on your behalf under the Plan. In that regard, the Plan is intended to be a Plan described in Section 404(c) of ERISA. The Plan Administrator through the Recordkeeper will provide you with the opportunity to make your investment direction. You may make those elections on paper, by telephone, or by electronic direction on the Plan's website. The documents accompanying the investment direction opportunity will describe your investment direction options and the frequency with which you may change your investment direction. The Trustee will invest your account balance under the Plan in accordance with your written direction. To the extent you direct the investment of your account balance under the Plan, or to the extent that your account is invested in the qualified default investment arrangement when you do not make an investment election, ERISA relieves the Trustee from liability for the investment experience in your account that occurs as a result of your direction of investment (including losses and/or performance results that are smaller than you would have liked).

Plan Fees. There may be fees or expenses related to the administration of the Plan or associated with the investment of Plan assets that will affect the amount of your Plan benefits. Any fees related to the administration of the Plan or associated with the investment of Plan assets may be paid by the Plan or by Jabil. If Jabil does not pay Plan-related expenses, such fees or expenses will generally be allocated to the accounts of participants either proportionally based on the value of account balances or as an equal dollar amount based on the number of participants in the Plan. If you direct the investment of your benefits under the Plan, you will be responsible for any investment-related fees incurred as a result of your investment decisions. Prior to making any investment, you should obtain and read all available information concerning that particular investment, including financial statements, prospectuses, and other available information.

In addition to general administration and investment fees that are charged to the Plan, you may be assessed fees directly associated with the administration of your account. Some of the fees that are charged to the Plan include:

- Expenses allocated to all accounts. The Plan permits the payment of Plan expenses to be made from the Plan's assets. If expenses are paid using the Plan's assets, then the expenses will generally be allocated among the accounts of all Participants in the Plan. These expenses will be allocated either proportionately based on the value of the account balances or as an equal dollar amount based on the number of Participants in the Plan. The method of allocating the expenses depends on the nature of the expense itself. For example, certain administrative (or recordkeeping) expenses would typically be allocated proportionately to each participant. If the Plan pays \$1,000 in expenses and there are 100 Participants, your account balance would be charged \$10 (\$1,000/100) of the expense.
- Expenses allocated to individual accounts. There are certain expenses that may be paid just from your account. These are expenses that are specifically incurred by, or attributable to, you. For example, if you are married and get divorced, the Plan may incur additional expenses if a court mandates that a portion of your account be paid to

your ex-spouse. As another example, if the Plan is unable to locate you when it is time to pay out your benefits and expends funds to search for you, the expenses of conducting that search may be charged to your account. These additional expenses may be paid directly from your account (and not the accounts of other participants) because they are directly attributable to you under the Plan.

- Jabil may, from time to time, change the manner in which expenses are allocated.

(8) Employee Contributions. The Plan does not permit nor require you to make after-tax employee contributions to the trust fund (other than Roth deferral contributions for periods on or after April 1, 2018). The only sources of contributions under the Plan are Jabil Contributions discussed in Section (7) of this summary (elective deferrals, catch-up contributions, employer matching contributions and employer nonelective contributions) and certain “rollover contributions.”

In-Plan Roth Conversions. Beginning April 1, 2018, you may elect to convert some or all of your existing accounts to Roth accounts within the Plan. This includes not only elective deferrals, but other contributions, such as Jabil matching contributions and your rollover contributions from other plans that have been deposited to this Plan. An election to make an in-Plan Roth conversion is irrevocable after the conversion is completed.

All Plan participants are eligible to make in-Plan Roth conversions. In addition, in-Plan Roth conversion may also be elected by a spousal beneficiary or by an alternate payee under a qualified domestic relations order who is a spouse or former spouse. You do not need to be eligible to take a distribution from the Plan at the time that you elect to make an in-Plan Roth conversion.

An in-Plan Roth conversion will cause the amount converted to be taxable to you for income tax purposes for the year in which the conversion takes effect but will not trigger the early distribution 10% penalty tax. However, distributions from the converted account that occur within 5 taxable years of the conversion year will trigger the early distribution penalty unless you qualify at that time for one of the exceptions to that tax. In addition, electing an in-Plan Roth conversion will not trigger mandatory tax withholding on the amount being converted. This means that any income tax resulting from the in-Plan Roth conversion will have to be paid by you from your personal funds outside of the Plan. Lastly, an in-Plan Roth conversion will not affect any participant loans you have outstanding at the time of the conversion and will not require consent of your spouse.

Converting non-Roth contributions to Roth contributions can be a complex decision that is dependent on your personal financial situation and may not be appropriate for all situations or in all circumstances. **Therefore, you should consult with your individual tax advisor to help you determine if this strategy is appropriate for you.**

Please contact the Plan Administrator if you would like more information as to how to implement an in-Plan Roth conversion. Generally, the same distribution options will apply to

the Roth conversion account as apply to the amounts being converted. For example, if you are entitled to take a distribution of your pre-tax elective deferrals at age 59½, that same distribution option would continue to apply if you convert those amounts to Roth contributions, regardless of any distribution options available with respect to regular Roth contributions

Rollovers to This Plan. You may also be permitted to deposit (or “rollover”) into the Plan distributions that you have received from certain other retirement plans and individual retirement accounts (“IRAs”). The types of retirement plans from which rollovers may be made are 401(k) and other qualified retirement plans, 403(b) plans, and governmental 457 plans. Rollovers of Roth contributions to a prior retirement plan are permitted as of April 1, 2018. Rollover of any other after-tax contributions or from Roth IRAs are not permitted. Rollover contributions are placed in a separate Rollover Contributions Account and are always 100 percent vested. Contact the Recordkeeper for the Plan if you want to make a rollover contribution. You will be required to provide certain verifying information confirming that the monies are eligible to be deposited in a rollover as a condition of the Plan accepting the rollover.

(9) Vesting in Employer Contributions. A participant has a 100% vested interest at all times in his Deferral Contributions Account, Matching Contributions Account, Qualified Nonelective Contributions Account and Nonelective Contributions Account.

(10) Payment of Benefits after Termination of Employment. After you terminate employment with Jabil, the time at which the Plan will commence distribution to you depends on whether your vested account balance exceeds \$5,000.

If you receive a distribution from the Plan before you attain age 59-1/2, the law imposes a 10% penalty on the amount of the distribution you receive to the extent you must include the distribution in your gross income, unless you qualify for an exception from this penalty. You should consult a tax advisor regarding this 10% penalty.

This summary makes references to your normal retirement age. Normal retirement age under this Plan is 65.

With limited exceptions, all distributions from the Plan that are made after you terminate employment with Jabil will be made in a single lump sum of your entire vested account balance. The lump sum payment form is required in all circumstances except certain unusual situations where your account includes monies transferred to the Plan in a plan merger from a prior plan that offered annuity payment forms where the annuity payment form was not eliminated at or following the plan merger.

If your vested account balance does not exceed \$5,000, the Plan will distribute your vested account balance in a lump sum on the first administratively practicable distribution date after you terminate employment with Jabil (subject to your right to rollover the benefit directly to your IRA or to another plan) (see Section 18 *Federal Income Taxation of Benefits Paid*). If you already have

attained normal retirement age when you terminate employment, the Plan must make this distribution no later than the 60th day following the close of the Plan Year in which your employment terminates, even if the normal distribution date would occur later. The Plan does not permit you to delay receiving the distribution from the Plan if your vested account balance does not exceed \$5,000.

If your vested account balance exceeds \$5,000, you may select the payment date for your benefits to be paid to you. You may select any "distribution date" occurring after the last day of your employment with Jabil. The Plan will distribute your vested account to you on the first administratively practicable distribution date on or after the date you elect but no earlier than 30 days after you receive the notice described below, unless you sign and return the distribution election form waiving the required 30 day waiting period that follows delivery of the notice.

A "distribution date" under the Plan means the first day of each calendar month. You may not actually receive a distribution on the distribution date you elect. The Plan provides the Plan Administrator an administratively reasonable time following a particular distribution date to make actual distribution to a participant. No later than 30 days prior to your earliest possible distribution date, the Plan Administrator through the Recordkeeper will provide a notice to you explaining your right to elect distribution from the Plan and the forms necessary to make your election.

If you do not make a distribution election, the Plan will distribute your vested account balance on the 60th day following the close of the Plan Year in which the latest of three events occurs: (1) your attainment of normal retirement age; (2) the tenth anniversary of the year in which you commenced participation in the Plan; or (3) your separation from service with Jabil. To determine whether your vested account balance exceeds \$5,000, the Plan looks to the last valuation of your account prior to the scheduled distribution date and disregards your Rollover Contributions Account (disregarding both the pre-tax portion of the Rollover Contributions Account and the Roth after-tax portion of the Rollover Contributions Account) but includes both your Roth Deferral Account and your In-Plan Roth Conversion Account (if any).

You may not delay distribution of your vested account balance later than the later of (1) April 1 of the calendar year following the calendar year in which you attain age 70-1/2, or (2) April 1 of the calendar year following the calendar year in which you retire, except that any participant who is a five percent owner of Jabil must commence distribution no later than April 1 of the calendar year following the year in which age 70-1/2 was attained. This required distribution date overrides any contrary distribution date described in this summary.

If Jabil terminates the Plan before you receive complete distribution of your vested benefits, the Plan might make distribution to you before you otherwise would elect distribution. Upon Plan termination, if your vested account balance does not exceed \$5,000, the Plan will distribute your vested account balance in a lump sum as soon as administratively practicable after the Plan terminates (subject to your right to rollover the benefit directly to your IRA or to another plan) (see Section 18 *Federal Income Taxation of Benefits Paid*). If your vested account balance exceeds \$5,000,

you will receive an explanation of your distribution rights and may defer distribution until the liquidation of the Plan.

For purposes of making a distribution of any portion of your vested account balance, the Plan refers to the latest valuation of your account balance. The Plan values the trust fund on a daily basis. In general, the Plan allocates trust fund earnings, gains or losses for a valuation period on the basis of each participant's opening account balance at the beginning of the valuation period, less any distributions and charges to each participant's account during the valuation period. Because the Plan values the trust fund on a daily basis, these allocations will be made on a daily basis.

(11) Payment of Benefits Prior to Termination of Employment.

Age 59½ In-Service Distribution. Prior to your termination of employment from Jabil, you may elect to withdraw all or any portion of your account balance if you continue to work for Jabil after attaining age 59½.

Hardship Distributions. Prior to your termination of employment from Jabil, you may elect to withdraw a portion of your Deferral Contributions Account if you incur a hardship. The portion of your Deferral Contributions Account that is available for a hardship distribution is limited to the portion of your account equal to your deferral contributions less any previous withdrawals of those amounts from the account. The investment earnings held in the Deferral Contributions Account are not available for a hardship distribution.

A hardship distribution is permitted only on account of any of the following: (a) certain medical expenses incurred by the participant, by the participant's spouse, by any of the participant's dependents, or by the participant's primary beneficiary which are not reimbursable from any health insurance; (b) the purchase (excluding mortgage payments) of a principal residence for the participant; (c) the payment of post-secondary education tuition, room and board, and related educational fees, for the next 12-month period, for the participant or for the participant's spouse, or for any of the participant's dependents or the participant's primary beneficiary; (d) to prevent the eviction of the participant from his principal residence or the foreclosure on the mortgage of the participant's principal residence; (e) payments for burial or funeral expenses for the participant's deceased parent, spouse, children or other dependents; or (f) expenses for the repair of damage to the participant's principal residence that would qualify for the casualty deduction under the Internal Revenue Code.

To qualify for the hardship distribution, (a) the participant may not make elective deferrals or employee contributions to the Plan for the 6-month period following the date of his hardship distribution; (b) the distribution may not be in excess of the amount of the immediate and heavy financial need (including any amounts necessary to pay any federal, state or local income taxes or penalties reasonably anticipated to result from the distribution); and (c) the participant must have obtained all distributions, other than hardship distributions, and all nontaxable loans currently available under the Plan and all other qualified plans maintained by Jabil.

In order to demonstrate an immediate and heavy financial need, the Recordkeeper may request the participant's written representation that the need cannot reasonably be relieved (a) through reimbursement or compensation by insurance or other means; (b) by liquidation of the participant's assets; (c) by cessation of elective deferrals under the Plan; and (d) by other distributions or loans from other plans of Jabil or by any other employer.

The Recordkeeper will provide you a withdrawal election form. Other than the withdrawal right described in this Section (11), the post-age 70-1/2 distribution requirement described in Section (10), and the availability of participant loans described in Section (19), the Plan does not permit you to receive payment of any portion of your account balance for any other reason, unless you terminate employment with Jabil.

Contribution Sources of Distributions. Unless you elect otherwise, all distributions will be made first from your pre-tax Accounts that are able to be distributed at the time of the distribution before using funds in your Roth Accounts.

Qualified Domestic Relations Orders. A Qualified Domestic Relations Order (QDRO) is a judgment, decree, or court order that grants or recognizes the rights of a spouse, former spouse or a dependent of a participant to receive all or part of the benefit payable to a participant under the Plan. If you become legally separated or divorced, a QDRO could direct the Plan to assign a portion of your benefits to a spouse, former spouse, child or other dependent.

Normally a QDRO will be prepared by an attorney or QDRO specialist assisting the participant and spouse. If the person preparing the QDRO needs specific information on a participant's benefit, the Plan's QDRO procedures must be followed to enable the Plan to release that information. In addition, during the period that the Plan is reviewing QDRO documents (or following the Plan's receipt of certain court documents relating to the proposed QDRO), a temporary restriction will be placed on the participant's account. During the restriction period, the account will not be able to make further distributions, withdrawals or loans, but the participant can continue to make investment changes to the account.

After the Plan Administrator receives a domestic relations order the Plan Administrator will forward a copy of the proposed order to the QDRO Administrator for the Plan which the Plan Administrator has hired to assist it in handling QDROs for the Plan. The QDRO Administrator for the Plan is Ceridian Benefits Services Inc. acting on behalf of the Plan Administrator. The QDRO Administrator can be reached at the following address:

P.O. Box 534277
St. Petersburg, FL 33747

Or, you may call the QDRO Administrator at 877-637-7376 between 9:00 a.m. and 4:00 p.m. Eastern Time. The fax number is 727-866-5925.

When it receives a domestic relations order relating to the Plan, the QDRO Administrator will: (1) notify you and each alternate payee of the receipt of such order; (2) review the order for compliance with the Plan's requirements, usually within 60 days from receipt; and (3) determine if the order is a QDRO. During the period that the QDRO is being reviewed your account will be restricted and the ability to take distributions and loans from the account will be limited or prohibited during the restriction period.

If the order is determined to be a QDRO, the QDRO Administrator will notify you and each alternate payee of the determination and make payment to the person or persons entitled to payment in accordance with the terms of the QDRO. If the QDRO Administrator determines an order is not a QDRO, it will allow the parties an opportunity to correct the deficiencies. For further information regarding QDROs or to obtain a copy of the Plan's QDRO procedures without charge, contact the QDRO Administrator.

The Plan will incur expense for the processing and determination of "qualified" status of a domestic relations order. These fees may be deducted from the participant's current account balance.

(12) Disability Benefits. If you terminate employment because of disability, your vested account balance will be paid at the same time and in the same form as any other termination of employment (see Section (10)).

(13) Payment of Benefits upon Death. The Plan provides that all distributions to participants and their beneficiaries will be made in the form of lump sum payments of account balances. You may designate the beneficiary or beneficiaries, including contingent and successive beneficiaries, by following the beneficiary designation procedures of the Plan. To be recognized by the Plan, your beneficiary designation must be completed and delivered to the Plan before the date of your death.

If you die prior to receiving all of your benefits under the Plan, the Plan will pay the balance of your account to your beneficiary. The Plan Administrator through the Recordkeeper will provide you with an appropriate form for naming a beneficiary. If you name your spouse as your beneficiary, then **a divorce decree, or a decree of legal separation, will revoke the designation of your spouse as your beneficiary** under the Plan unless the decree or a QDRO provides otherwise. If you are married at the date of your death, the spouse to whom you are married at the date of your death must consent to the designation of any non-spouse beneficiary unless you have not been married to that spouse for at least a one year period on the date of your death.

If you do not designate a beneficiary, or if your designated beneficiary (and all contingent or successive beneficiaries) does not survive you, the Plan will pay your death benefits to the following persons (advancing to the next named group or person only if there is no person to receive the death benefits in all of the previous groups):

- To your surviving spouse (without regard to the length of your marriage before your death);
- To your children (including adopted children) in equal shares, one share for each surviving child and one share for each child who dies before you with living descendants;
- To your surviving parents, in equal shares;
- To your estate.

If your beneficiary survives you but dies before receiving the full distribution of your death benefit, the Plan will pay the remaining balance to the beneficiary's estate unless your beneficiary designation provides otherwise, or, if allowed by your beneficiary designation, to the beneficiary designated by your beneficiary.

If you and your designated beneficiary die simultaneously, or under circumstances that make it difficult or impossible to determine who died first, then, unless your beneficiary designation provides otherwise, the Plan will presume that your beneficiary died before you.

If your vested account balance payable to your designated beneficiary does not exceed \$5,000, the Plan will pay the benefit, in a lump sum, to your designated beneficiary as soon as administratively practicable after your death. If your vested account balance payable to your designated beneficiary exceeds \$5,000, the Plan will pay the benefit to your designated beneficiary, at the time elected by the beneficiary, unless, prior to your death, you specify the timing of the beneficiary's distribution. The benefit payment election generally must complete distribution of your account balance within five years of your death.

(14) Disqualification of Participant Status - Loss or Denial of Benefits. There are no specific Plan provisions which disqualify you as a participant or which cause you to lose plan benefits, except as provided in Section (6). However, if you become disabled and do not receive compensation from Jabil, you will not receive an allocation of Jabil's contribution to the Plan during the period of disability. In addition, if your Plan benefits become payable after termination of employment and the Plan Administrator is unable to locate you at your last address of record, you may forfeit your benefits under the Plan. Therefore, it is very important that you keep Jabil apprised of your mailing address even after you have terminated employment. Finally, if Jabil terminates the Plan, which it has the right to do, you would receive benefits under the Plan based on your account balance accumulated to the date of the termination of the Plan. Termination of the Plan could occur before you attain normal retirement age.

Although Jabil intends to maintain the Plan indefinitely, Jabil reserves the right to terminate or amend the Plan at any time. However, no amendment or termination will reduce or eliminate amounts credited to your account prior to the effective date of the amendment or termination.

The termination of the Plan does not permit you to receive a distribution from your account unless: (1) you otherwise have the right to a distribution, as described in Sections (10) and (11); or (2) Jabil does not maintain a successor defined contribution plan. If you are able to receive a distribution

only because Jabil does not maintain a successor defined contribution plan, you must agree to take that distribution as part of a lump sum payment of your entire account balance under the Plan. The Trustee will transfer to the successor defined contribution plan any portion of your interest the Plan is unable to distribute to you.

The fact that Jabil has established this Plan does not confer any right to future employment with Jabil. Furthermore, you may not assign your interest in the Plan to another person or use your Plan interest as collateral for a loan from a commercial lender.

(15) Claims Procedure. You, as a participant, or your beneficiary, in the event of your death, at the time(s) explained in this summary, may file a written request with the Plan Administrator for a distribution of benefits. If your claim or that of your beneficiary is denied, or you or your beneficiary disagree with the Plan Administrator's determination of the amount of your benefits under the Plan or with respect to any other decision the Plan Administrator may make regarding your interest in the Plan, the Plan contains the appeal procedure you should follow. In brief, if the Plan Administrator of the Plan determines it should deny benefits to you, the Plan Administrator will give you written notice that set forth the specific reasons for the denial. The notice will refer you to the pertinent provisions of the Plan supporting the Plan Administrator's decision. If you disagree with the Plan Administrator, you, or a duly authorized representative, must appeal the adverse determination in writing to the Plan Administrator within 75 days after the receipt of the notice of denial of benefits. If you fail to appeal a denial within the 75-day period, the Plan Administrator's determination will be final and binding.

If you appeal to the Plan Administrator, you, or your duly authorized representative, must submit the issues and comments you feel are pertinent to permit the Plan Administrator to re-examine all facts and make a final determination with respect to the denial. The Plan Administrator, in most cases, will make a decision within 60 days of a request on appeal unless special circumstances (such as a hearing) would make the rendering of a decision within the 60-day period unfeasible. In any event, the Plan Administrator must render a decision within 120 days after its receipt of a request for review. The same procedures apply if, after your death, your beneficiary makes a claim for benefits under the Plan.

(16) Retired Participant, Separated Participant with Vested Benefit, Beneficiary Receiving Benefits. If you are a retired participant or beneficiary receiving benefits, the benefits you presently are receiving will continue in the same amount and for the same period provided in the mode of settlement selected at retirement. If you are a separated participant with a vested benefit, you may obtain a statement of the dollar amount of your vested benefit upon request to the Plan Administrator. There is no Plan provision which reduces, changes, terminates, forfeits, or suspends the benefits of a retired participant, a beneficiary receiving benefits or a separated participant's vested benefit amount, except as provided in Section (14).

(17) Participant's Rights under ERISA. As a participant in this Plan, you are entitled to certain rights and protections under the Employee Retirement Income Security Act of 1974 (ERISA). ERISA provides that all Plan participants shall be entitled to:

Receive Information about Your Plan and Benefits

Examine, without charge, at the Plan Administrator's office and at other specified locations, such as worksites and union halls, all documents governing the Plan, including insurance contracts 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 Pension and Welfare Benefit Administration.

Obtain, upon written request to the Plan Administrator, copies of documents governing the operation of the Plan, including insurance contracts and collective bargaining agreements, and copies of the latest annual report (Form 5500 Series) and updated summary plan description. The Plan Administrator may make a reasonable charge for the copies.

Receive a summary of the Plan's annual financial report. The Plan Administrator is required by law to furnish each participant with a copy of this summary annual report.

Obtain a statement telling you whether you have a right to receive a pension at normal retirement age (age 65) and if so, what your benefits would be at normal retirement age if you stop working under the Plan now. If you do not have a right to a pension, the statement will tell you how many more years you have to work to get a right to a pension. 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.

Prudent Actions by Plan Fiduciaries

In addition to creating rights for Plan participants, ERISA imposes duties upon the people who are responsible for the operation of the Plan. The people who operate the Plan, called "fiduciaries" of the Plan, have a duty to do so prudently and in the interest of you and other Plan participants and beneficiaries. No one, including your Employer or any other person, may fire you or otherwise discriminate against you in any way to prevent you from obtaining a pension benefit or exercising your rights under ERISA.

Enforce Your Rights

If your claim for a pension benefit is denied or ignored, in whole or in part, you have a right to know why this was done, to obtain copies of documents relating to the decision without charge, and to appeal any denial, all within certain time schedules. Under ERISA, there are steps you can take to enforce the above rights. For instance, if you request a copy of Plan documents or the latest annual report from the Plan and do not receive them within 30 days, you may file suit in a Federal court. In such a case, the court may require the Plan Administrator to provide the materials and pay you up to

\$110 a day until you receive the materials, unless the materials were not sent because of reasons beyond the control of the Plan Administrator. If you have a claim for benefits which 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's decision or lack thereof concerning the qualified status of a domestic relations order or a medical child support order, you may file suit in Federal court. If it should happen that 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 a 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, for example, if it finds your claim is frivolous.

Assistance with Your Questions

If you have any questions about the Plan, you should contact the Plan Administrator. If you have any questions about this statement or about your rights under ERISA, or if you need assistance in obtaining documents from the Plan Administrator, you should contact the nearest office of the Employee Benefits Security Administration, U.S. Department of Labor, listed in your telephone directory or the Division of Technical Assistance and Inquiries, Employee Benefits Security Administration, U.S. Department of Labor, 200 Constitution Avenue N.W., Washington, D.C. 20210. You may also obtain certain publications about your rights and responsibilities under ERISA by calling the publications hotline of the Employee Benefits Security Administration.

(18) Federal Income Taxation of Benefits Paid. Existing Federal income tax laws do not require you to report as income the portion of the annual Employer contribution allocated to your account. However, when the Plan later distributes your account balance to you, such as upon your retirement, you must report as income the Plan distributions you receive. The Federal tax laws may permit you to report a Plan distribution under a special averaging provision. Also, it may be possible for you to defer Federal income taxation of a distribution by making a "rollover" contribution to your own IRA or other qualified retirement plan, 403(b) plan or governmental 457 plan.

Mandatory income tax withholding rules apply to some distributions you do not rollover directly to an individual retirement account or to another plan. At the time you receive a distribution, you also will receive a notice discussing withholding requirement and the options available to you. You should consult your own tax adviser with respect to the proper method of reporting any distribution you receive from the Plan.

(19) Loans. Under the terms of the Plan and subject to the terms of any Participant Loan Policy adopted for the Plan, the Trustee may permit, subject to certain restrictions, loans to be made to Plan participants who are active employees at the time the loan is applied for and issued. All loans must be subject to uniform and nondiscriminatory rules and will require payment of a

loan processing fee by your account at the time you apply for the loan as well as an ongoing loan maintenance fee for each calendar year during which the loan remains outstanding for all or a portion of the year. For example, loans must be treated as an investment, must bear a commercially reasonable rate of interest, must have a definite repayment schedule, coincident with your payroll frequency, of installments of principal and interest for a term no longer than five years (unless the loan is used to acquire the principal residence of the participant in which case the repayment period for the loan may be up to 15 years), and must be secured by your vested interest in the Plan. During your employment, your loan must be repaid by payroll deductions from your regular pay. Except as otherwise provided in the Plan's Participant Loan Policy, or as otherwise elected by you in your application for a loan, all loans will be made first from your pre-tax Accounts that are available to make a loan at the time the loan is made before funding the loan from Roth Accounts.

If your employment with Jabil terminates for any reason, you may continue to repay your loan by a direct deposit payment with the Recordkeeper for the Plan. If you cease to make payments on the outstanding loan, the unpaid amount will be treated as a taxable distribution to you from the Plan. You may only have one loan from the Plan at a time. Loans can't be taken out for less than \$1,000 and the maximum amount of your outstanding loan can't exceed the lesser of \$50,000 or 50% of your vested account balance, each reduced by the highest outstanding loan balance during the 12 months immediately preceding the date of the loan. For the purpose of determining these limitations you generally must include all loans from all plans maintained by related companies. Full information concerning the availability of loans and written procedures may be obtained from the Plan Administrator or the Recordkeeper for the Plan.

(20) Guarantee of Benefits. The Pension Benefit Guaranty Corporation ("PBGC"), a U.S. governmental agency, guarantees certain benefits payable by pension plans. Because the Plan is fully funded at all times through the contributions credited to the accounts of participants, benefits from the Plan are not guaranteed by the PBGC.

(21) Uniformed Services Employment and Reemployment Rights Act of 1994 (USERRA). If you are a veteran and are reemployed under USERRA, your qualified military service may be considered service with Jabil. In addition, if you die or become disabled while serving in qualified military service, you may be entitled to special benefits from the Plan. Lastly, if the company pays you differential wages while you are in qualified military service, the differential wage payments will be treated as Compensation under the Plan. If you may be affected by these laws, ask the Plan Administrator for further details.

(22) Tax Advice. Generally, neither the company, the Plan Administrator nor the Trustee will offer advice concerning the income tax consequence of contributions to the Plan, distributions to you from the Plan or loans to you from the Plan. The Internal Revenue Service requires the Plan Administrator and the Trustee to disclose certain tax information to you; however, the income tax treatment of qualified plans is complex and you are encouraged to consult with your own tax advisor regarding contributions to or withdrawals from the Plan.

(23) Overpayments. If you receive an overpayment from the Plan, you will be obligated to repay to the Plan the excess amount that you received over what the Plan should have paid to you. This obligation to repay the Plan applies equally to participants, beneficiaries and alternate payees (who derive their rights to payment under a QDRO).

(24) Spouse / Marital Status. For purposes of the Plan, your spouse is the person you are married to in a marriage that is valid in the state or location where the marriage was performed.

This summary describes the main provisions of the Jabil 401(k) Retirement Plan. It is not the legal plan document that governs the operation of the Plan. Every effort has been made to accurately describe the Plan in this summary. However, if there should be a conflict between this summary and a provision in the Plan or if the Plan is required to operate in a different manner to comply with applicable law, then the Plan and the applicable laws will control.
