



**PLEXUS WORLDWIDE LLC
AMENDED AND RESTATED
2018 PROFIT SHARING PROGRAM
(EFFECTIVE JANUARY 1, 2018)**

1. Purpose of the Program

The Plexus Worldwide, LLC's Profit Sharing Program is designed to motivate employees toward achieving goals and objectives; to reward employees when the company's financial goals are achieved; and to retain employees.

2. Eligible Employees

A. Employees Who Work the Entire Quarter

Employees who (i) are employed on every day of the quarter (i.e., Quarter 1 = January 1 through March 31; Quarter 2 = April 1 through June 30; Quarter 3 = July 1 through September 30; and Quarter 4 = October 1 through December 31) to which the profit sharing relates, and who continue to be employed through the last day of the quarter; (ii) work at least the minimum number of hours in the applicable quarter to be eligible for the profit sharing (see below); and (iii) are assigned to a Profit Sharing Tier (to be determined by Plexus Worldwide, LLC in its sole discretion) (Profit Sharing Tier can change (either up or down) when there is a promotion/demotion or significant changes in responsibilities, as may be approved by the Chief Human Resources Officer).

Employees must work at least 90% of all hours in the quarter (calculated by multiplying 8 hours times the number of work days in the quarter) in order to be eligible for 100% of the profit sharing pay relating to the applicable employee for the quarter. Employees who work less than 90% of all hours in the quarter will be entitled to a pro-rata portion of the profit sharing pay relating to the applicable employee for the quarter, provided the employee works at least 50% of all hours in the quarter.

B. Ineligible Employees Promoted Into Eligible Position During the Quarter

Ineligible employees who (i) are promoted into an eligible position during the applicable quarter to which the profit sharing relates, and who continue to be employed through the last day of the quarter; (ii) work at least 90% of the minimum number of hours (calculated by multiplying 8 hours times the number of work days from the date of promotion until the end of the quarter) during the time the employee is in the eligible position; and (iii) are assigned to a Profit Sharing Tier (to be determined by Plexus Worldwide, LLC in its sole discretion) (Profit Sharing Tier can change (either up or down) when there is a promotion/demotion or significant changes in

responsibilities, as may be approved by the Chief Human Resources Officer).

Employees who are promoted into an eligible position during the quarter and who meet all of the requirements set forth above will be entitled to a pro-rata portion of the profit sharing pay. Such pro-rata share shall be determined by the percentage of time the employee worked in the eligible position during the quarter. For example, if the employee was promoted from an ineligible position into an eligible position two months into the applicable quarter, worked at least 90% of the minimum number of hours during the time the employee is in the eligible position (for one month), and met all of the other requirements above, the employee would earn approximately one-third of his/her applicable profit sharing pay.

C. New Employees Who Work Part of the Quarter

Employees who (i) are hired into a full-time position during the applicable quarter to which the profit sharing relates, and who continue to be employed through the last day of the quarter; (ii) work at least 75% of all hours in the quarter (calculated by multiplying 8 hours times the number of work days in the quarter); and (iii) are assigned to a Profit Sharing Tier (to be determined by Plexus Worldwide, LLC in its sole discretion) (Profit Sharing Tier can change (either up or down) when there is a promotion/demotion or significant changes in responsibilities, as may be approved by the Chief Human Resources Officer).

New employees who work part of the quarter and who meet the requirements set forth above will be entitled to a pro-rata portion of the profit sharing pay, depending on how much of the quarter is worked.

D. Employees Who Change Tiers During the Quarter

Employees who are promoted or demoted from one tier to another tier during the applicable quarter and who meet all applicable requirements set forth above will be entitled to profit sharing pay calculated by the time worked in each applicable tier during the quarter.

E. Calculating Hours Worked

Hours worked for purposes of this Profit Sharing Program shall include regular and overtime hours worked, paid time off pursuant to the PTO policy, paid sick time pursuant to the PST policy, paid holidays observed by Plexus Worldwide, LLC, and other paid leave.

Hours worked for purposes of this Profit Sharing Program shall not include unpaid time off such as unpaid FMLA leave, unpaid leave based upon a reasonable accommodation under the Americans with Disabilities Act, worker's compensation leave that is unpaid by Plexus Worldwide, LLC (even though such time may be paid by workers' compensation insurance), or other periods away from work that are unpaid.

F. Non-Exempt Employees

Non-exempt employees who earn profit sharing will also be paid an overtime premium

based upon the amount of overtime hours worked during the applicable quarter.

G. Non-Eligible Employees / Workers

Temporary, seasonal, and part-time employees are not eligible to participate in this Profit Sharing Program.

Independent contractors are not eligible to participate in this Profit Sharing Program.

3. Plexus Worldwide, LLC's Financial Condition

Profit Sharing pay is contingent upon Plexus Worldwide, LLC's financial conditions at the end of each quarter, anticipated short and long term financial conditions, and other factors deemed relevant by the executive team in its sole discretion. There may be situations where Plexus Worldwide, LLC is profitable at the end of a quarter but no profit sharing pay is provided to eligible employees due to factors other than the current quarterly profits. Accordingly, nothing in this Profit Sharing Program guarantees that incentive pay will be provided to any employee.

4. Pay-Out of Profit Sharing

For eligible employees who meet the profit sharing criteria, the quarterly profit sharing pay will be paid out approximately 2-3 weeks after the applicable quarter has ended; typically, but not necessarily always, the Friday between the first two pay periods of the month.

Profit sharing pay is not earned until all criteria have been met.

5. Taxation

All profit sharing pay will be treated as a bonus for tax purposes, and will be subject to applicable withholdings and deductions such as, but not limited to, taxes, 401(k) deferrals, garnishments, and all other voluntary and mandatory withholdings and deductions.

6. Equal Opportunity Profit Sharing Program

This Profit Sharing Program will be administered without regard to race, color, national origin, religion, gender, sexual orientation, age, disability, genetic information, military status, or any other category protected by federal, state or local law.

7. Plexus Worldwide, LLC's Rights

Plexus Worldwide, LLC reserves the right to modify, suspend, and/or discontinue this Profit Sharing Program at any time.