

**AMENDMENT SIX TO THE
MOHAWK INDUSTRIES RETIREMENT PLAN 1
(AS AMENDED, RESTATED AND RENAMED
EFFECTIVE JANUARY 1, 2014)**

This Amendment Six to the Mohawk Industries Retirement Plan 1, as amended, restated and renamed effective January 1, 2014 (the "Plan"), is adopted by Mohawk Carpet, LLC (the "Company") effective as of the dates set forth below.

WITNESSETH:

WHEREAS, the Company maintains the Plan, and the Plan is currently in effect; and

WHEREAS, the Company wishes to amend the Plan (i) effective as of April 8, 2019, to add new provisions for after-tax contributions, (ii) effective as of January 1, 2019, to update the hardship withdrawal provisions, (iii) effective as of November 1, 2019, to revise the eligibility requirements under the Plan; and

WHEREAS, pursuant to Sections 7.02(a) and 8.01 of the Plan, the Company has the authority to amend the Plan; and

WHEREAS, pursuant to Section 13.02 of the Plan, the Company can authorize any person or persons to act on its behalf with respect to its rights and duties under the Plan; and

WHEREAS, the Board of Directors of Company has authorized its Vice President of Human Resources to make amendments to the Plan on behalf of the Company;

NOW, THEREFORE, the Company hereby amends the Plan as follows:

1.

Effective as of April 8, 2019, Article 2 of the Plan is amended by the addition of the definition of the terms "After-Tax Contribution" and "After-Tax Contribution Account" after the current definition of "Affiliated Sponsor," to read as follows:

After-Tax Contribution shall mean a contribution made pursuant to a salary reduction agreement that is designated as an After-Tax Contribution, treated by the Employer as not excludable from the Participant's gross income (other than a Roth 401(k) Contribution), and maintained by the Plan in a separate subaccount.

After-Tax Contribution Account shall mean the portion of a Participant's Account attributable to After-Tax Contributions and the total of the Adjustments that have been credited to or deducted from a Participant's Account with respect to such After-Tax Contributions.

2.

Effective as of April 8, 2019, the definition of “Employee Contribution Account” in Article 2 of the Plan is amended in its entirety to read as follows:

Employee Contribution Account shall mean the portion of a Participant’s total Account attributable to After-Tax Contributions to the Plan and after-tax contributions from a Transferor Plan, and the total of the Adjustments that have been credited to or deducted from a Participant’s Account with respect to such contributions. Prior to April 8, 2019, After-Tax Contributions were not permitted under this Plan.

3.

Effective as of November 1, 2019, Section 3.01(b) of the Plan is amended in its entirety to read as follows:

- (1) Full-Time Regular Employees. An Eligible Employee of the Employer who is a Full-Time Regular Employee shall become a Participant on the first Entry Date coinciding with or next following the completion of sixty (60) consecutive calendar days of Employment. A “Full-Time Regular Employee” is an Eligible Employee who is regularly scheduled to work at least thirty (30) hours per week and who is not classified by the Employer as an intern, a temporary employee, or a seasonal employee.
- (2) All Other Employees. An Eligible Employee who is not a Full-Time Regular Employee as described in subparagraph (b)(1) shall become a Participant on the first Entry Date coinciding with or next following the date on which the Eligible Employee completes a Year of Eligibility Service, provided he is then an Eligible Employee. Notwithstanding the foregoing, in no event shall an Eligible Employee become a Participant later than the first Entry Date on or immediately after the date he completes one Year of Eligibility Service, provided he is then an Eligible Employee.
- (3) Eligibility Transition Rule. Any Eligible Employee who was a Participant in the Plan on October 31, 2019, but who had not satisfied either of the requirements set forth in subparagraph (b)(1) or (b)(2) above, as applicable, shall cease to be a Participant as of such date until such Eligible Employee has satisfied the applicable requirement set forth in subparagraph (b)(1) or (b)(2); provided, notwithstanding the foregoing, an Eligible Employee who was, as of October 31, 2019, a Participant in the Plan with an Account balance shall continue as a Participant in the Plan without regard to this subparagraph (b)(3).
- (4) Acquisitions; Predecessor Employers. See Section 3.03 below for special rules that apply to new Employees following an acquisition.

- (5) Lees Employees. Notwithstanding the foregoing provisions of this Section 3.01(b), each Lees Employee became a Participant in the Plan effective as of November 10, 2003.

4.

Effective as of April 8, 2019, Section 3.02(a) of the Plan is amended in its entirety to read as follows:

- (a) Status as a Participant. A Participant's participation in the Plan shall continue until the Participant's Termination of Employment. Any Participant who has a Termination of Employment shall be known as a "Separated Participant" and his benefits shall thereafter be governed by the provisions of Article 6 and, if applicable, Appendix C of the Plan. The individual's status as a Separated Participant shall cease as of the date the individual ceases to have any balance in his Account. If a Participant ceases to be an Eligible Employee but does not have a Termination of Employment, then such person shall continue to be known as a "Participant," but shall not be eligible to make Pre-Tax Contributions, Roth 401(k) Contributions, or After-Tax Contributions or to receive Employer Matching Contributions or Profit Sharing Contributions under the Plan.

5.

Effective as of April 8, 2019, the heading of Section 4.01 and Section 4.01(a) of the Plan is amended in its entirety to read as follows:

4.01 Pre-Tax Contributions, Roth 401(k) Contributions and After-Tax Contributions.

- (a) In General. Except during periods of suspension described in Section 4.03, a Participant may elect to make Pre-Tax Contributions, Roth 401(k) Contributions and/or After-Tax Contributions to the Plan that shall be contributed by means of payroll deduction. A Participant may contribute as a Pre-Tax Contribution, Roth 401(k) Contribution and/or After-Tax Contribution any whole percentage totaling from 1% to 50% of his Compensation in the aggregate during any Plan Year. However, a Participant's Compensation earned prior to *his* Entry Date shall be disregarded.

6.

Effective as of November 1, 2019, Section 4.01(b) of the Plan is amended in its entirety to read as follows:

(b) Automatic 3% Deferred Cash Contribution Election.

(i) Notwithstanding the provisions of paragraph (a) above, a Full-Time Regular Employee shall be automatically enrolled in the Plan as of his Entry Date and shall be deemed to have elected to contribute three percent (3%) of his Compensation to the Plan as Pre-Tax Contributions.

(ii) The deemed election described in the preceding paragraph (i) shall be effective as soon as practicable after the Employee's Entry Date, unless the Employee elects on or before his Entry Date to increase or decrease his deemed election or elects not to contribute Pre-Tax Contributions to the Plan. Any such election made shall be made pursuant to the procedures established by the Committee and shall supersede the Employee's deemed election described above.

(iii) Within a reasonable period of time prior to the Employee's Entry Date, the Committee shall provide the Employee with written notice explaining:

(A) the deemed election and the Employee's right to increase, decrease or suspend his deemed election;

(B) the procedure for making an election to increase, decrease or suspend his deemed election, including any required forms to making such an election; and

(C) the timing for implementing the Employee's election to increase, decrease or suspend his deemed election.

(iv) Notwithstanding the foregoing provisions of this Section 4.01(b), Eligible Employees who are not Full-Time Regular Employees (as defined in Section 3.01(b)(1)) shall not be subject to the automatic contribution provisions set forth in this paragraph (b).

7.

Effective as of April 8, 2019, Section 4.02 and 4.03 of the Plan are amended in their entirety to read as follows:

4.02 Elections and Payment of Pre-Tax Contributions, Roth 401(k) Contributions and After-Tax Contributions.

(a) Elections to make Pre-Tax Contributions, Roth 401(k) Contributions and/or After-Tax Contributions shall be made by the Participant prior to entering the Plan and by designating the

percentage of Compensation that will be contributed as Pre-Tax Contributions, Roth 401(k) Contributions, and/or After-Tax Contributions during each payroll period. The election to make Pre-Tax Contributions, Roth 401(k) Contributions, and/or After-Tax Contributions shall be effective as soon as practicable after the Committee (or its designee) receives the Participant's election.

- (b) It is expressly intended that, to the extent allowable by law, Pre-Tax Contributions shall not be included in the gross income of the Employee for income tax purposes and shall be deemed contributions under a cash or deferred arrangement pursuant to Section 401(k) of the Code. Pre-Tax Contributions and Roth 401(k) Contributions shall be subject to the limitations described in Section 9.02 of the Plan.
- (c) Pre-Tax Contributions, Roth 401(k) Contributions and After-Tax Contributions shall be deducted by the Employer from the Participant's Compensation and paid to the Trustee as promptly as possible after the end of each regular pay period, but in no event later than the time permitted by ERISA and the Code, and shall be allocated to such Participant's Pre-Tax Contribution Account, Roth 401(k) Contribution Account or After-Tax Contribution Account (as the case may be).
- (d) Elections under this Section 4.02 shall be made by using such forms or other methods (such as an automated communication method, other telephonic or electronic communication, or the Internet) approved by the Committee and subject to such required lead time as may be approved by the Committee from time to time.
- (e) The Committee may prescribe additional rules and regulations regarding the manner and timing of the Participant's election.

4.03 Changes in Employee Contribution Percentages or Suspension of Contributions.

- (a) Increases or Decreases in Contribution Percentage. A Participant may increase or decrease the percentage of his Compensation contributed as Pre-Tax Contributions, Roth 401(k) Contributions and/or After-Tax Contributions effective as of the first day of any calendar month using such forms or other methods (such as an automated communication method, other telephonic or electronic communication, or the Internet) approved by the Committee and subject to such required lead time as may be approved by the Committee from time to time.

(b) Suspension of Contributions.

- (i) A Participant may suspend his Pre-Tax Contributions, Roth 401(k) Contributions and/or After-Tax Contributions at any time by giving proper notice to the Committee (or its designee). The suspension of Pre-Tax Contributions, Roth 401(k) Contributions and/or After-Tax Contributions will be effective on the first day of the Participant's normal payroll period that begins after notice is delivered to the Committee (or its designee). A Participant may resume making Pre-Tax Contributions, Roth 401(k) Contributions and/or After-Tax Contributions as of the first day of any calendar month after the effective date of such suspension of Pre-Tax Contributions, Roth 401(k) Contributions, and/or After-Tax Contributions and only after delivering proper notice to the Committee (or its designee) prior to the date on which the Pre-Tax Contributions, Roth 401(k) Contributions, and/or After-Tax Contributions are to resume.
- (ii) A Participant's Pre-Tax Contributions, Roth 401(k) Contributions, and/or After-Tax Contributions shall automatically be suspended beginning on the first payroll period that commences after such Participant's Authorized Leave of Absence.
- (iii) In order to satisfy the provisions of Sections 9.03(a) and 9.06(a) of the Plan, the Committee may from time to time either temporarily suspend the Pre-Tax Contributions, Roth 401(k) Contributions and/or After-Tax Contributions of Highly Compensated Employees or reduce the maximum permissible Pre-Tax Contributions, Roth 401(k) Contributions and/or After-Tax Contributions that may be made to the Plan by Highly Compensated Employees.

- (c) Notice to Committee. Any reduction, increase or suspension of Pre-Tax Contributions, Roth 401(k) Contributions and/or After-Tax Contributions described in this Section 4.03 shall be made pursuant to rules and procedures established by the Committee, provided such rules and procedures are applied in a consistent and nondiscriminatory basis, and using such forms or other methods (such as an automated communication method, other telephonic or electronic communication, or the Internet) approved by the Committee and subject to such required lead time as may be approved by the Committee from time to time.

8.

Effective as of April 8, 2019, first paragraph of Section 4.05(a) of the Plan is modified by the addition of the following sentence:

After-Tax Contributions shall not be matched.

9.

Effective as of April 8, 2019, Section 5.01 of the Plan is amended in its entirety to read as follows:

5.01 Participant Accounts.

- (a) This Plan is an “individual account plan,” as that term is used in ERISA. A separate Account shall be maintained for each Participant, Separated Participant or Beneficiary, so long as he has an interest in the Trust Fund.
- (b) Each Account shall be divided into separate sub-accounts (to the extent appropriate) that shall be known as the Pre-Tax Contribution Account, the Roth 401(k) Contribution Account, the After-Tax Contribution Account, the Employer Matching Contribution Account, the Profit Sharing Contribution Account, the Rollover Account, the In-Plan Roth Rollover Account, the Transferor Plan Account, and the Qualified Nonelective Contribution Account.
- (c) As of each Valuation Date, each Participant’s Account shall equal:
 - (i) his total Account as determined on the immediately preceding Valuation Date, plus
 - (ii) his Pre-Tax Contributions added to his Account since the immediately preceding Valuation Date, plus
 - (iii) his Roth 401(k) Contributions added to his Account since the immediately preceding Valuation Date, plus
 - (iv) his After-Tax Contributions added to his Account since the immediately preceding Valuation Date, plus
 - (v) his Employer Contributions added to his Account since the immediately preceding Valuation Date, plus
 - (vi) his Rollover Contributions added to his Account since the immediately preceding Valuation Date,

- (vii) his in-Plan Roth rollovers added to his In-Plan Roth Rollover Account since the immediately preceding Valuation Date, minus
- (viii) his distributions, if any, since the immediately preceding Valuation Date, minus
- (ix) his in-Plan Roth rollovers, if any, since the immediately preceding valuation date, plus or minus
- (x) his allocable share of Adjustments.

10.

Effective as of April 8, 2019, Section 6.01(a) of the Plan is amended in its entirety to read as follows:

- (a) Pre-Tax Contribution Accounts, Roth 401(k) Contribution Accounts, After-Tax Contribution Accounts and Rollover Accounts. Each Participant shall, at all times, be 100% vested in, and have a nonforfeitable right to, the total amount of his Pre-Tax Contribution Account, his Roth 401(k) Contribution Account, his After-Tax Contribution Account, and his Rollover Account.

11.

Effective as of January 1, 2019, Sections 6.08(a), (b), (c) and (d) of the Plan are amended in their entirety to read as follows:

- (a) In General. Any Participant may request the Committee to distribute to him part or all of his Pre-Tax Contribution Account, the portion of his In-Plan Roth Rollover Account attributable to in-Plan Roth rollovers of Pre-Tax Contributions, his Roth 401(k) Contribution Account, and/or his After-Tax Contribution Account to meet a hardship experienced by the Participant. *See* Appendix C for additional options available to Participants with Transferor Plan Accounts.
- (b) Distribution of Earnings. Effective January 1, 2019, hardship distributions may include earnings on all sub-accounts eligible for hardship distributions. Prior to January 1, 2019 (i) hardship distributions out of the Participant's Pre-Tax Contribution Account may not exceed the sum of the Participant's Pre-Tax Contribution Account (under the applicable plan) as of December 31, 1988, plus the Participant's Pre-Tax Contributions after December 31, 1988, (ii) hardship withdrawals out of the portion of the Participant's In-Plan Roth Rollover Account attributable to in-Plan Roth rollovers of Pre-Tax Contributions cannot exceed the portion of such sub-

account that was an in-Plan Roth rollover of an amount described in clause (i), and (iii) hardship distributions out of a Participant's Roth 401(k) Contribution Account cannot exceed the sum of the Participant's Roth 401(k) Contributions under the Plan on and after April 1, 2015. It is the purpose of this restriction to prevent a distribution prior to January 1, 2019 of any income or gain that is allocated to the Participant's Pre-Tax Contribution Account after December 31, 1988, of any income or gain that is allocated to a Participant's In-Plan Roth Rollover Account, and of any income or gain that is allocated to the Participant's Roth 401(k) Contribution Account when making a hardship distribution out of such account.

Effective January 1, 2019, the Participant may receive a distribution of any income or gain attributable to the Participant's Pre-Tax Contribution Account, In-Plan Roth Rollover Account, Roth 401(k) Contribution Account and/or After-Tax Account.

Subject to the provisions of the preceding paragraph, a hardship withdrawal shall be taken first from a Participant's After-Tax Account, then from the Participant's Pre-Tax Contribution Account, then from the portion of the Participant's In-Plan Roth Rollover Account attributable to in-Plan Roth rollovers of Pre-Tax Contributions, and then from the Participant's Roth 401(k) Contribution Account.

- (c) Definition of Hardship. For the purposes of this Section 6.08, hardship shall mean an immediate and heavy financial need experienced by reason of: (1) expenses for (or necessary to obtain) medical care that would be deductible by the Participant under Section 213(d) of the Code (determined without regard for whether the expenses exceed 7.5% of adjusted gross income); (2) costs directly related to the purchase of a principal residence for the Participant (excluding mortgage payments); (3) the payment of tuition, related educational fees and room and board expenses for the next 12 months of post-secondary education for the Participant or for the Participant's spouse, children or dependents (as defined in Section 152 of the Code, determined without regard to Sections 152(b)(1), (b)(2) and (d)(1)(B) of the Code); (4) payments necessary to prevent the eviction of the Participant from the Participant's principal residence or foreclosure on the mortgage on that residence; (5) payments for burial or funeral expenses for the Participant's deceased parent, spouse, child or dependent (as defined in Section 152 of the Code, determined without regard to Section 152(d)(1)(B) of the Code); (6) expenses for the repair of damage to the Participant's principal residence that would qualify for the casualty deduction under Section 165 of the Code (determined without regard to the whether the loss exceeds 10% of the Participant's

adjusted gross income and without regard to the Tax Cuts and Jobs Act's restriction that the loss be attributable to a federally declared disaster); or (7) expenses and losses (including loss of income) incurred by the Participant on account of a disaster declared under the Robert T. Stafford Disaster Relief and Emergency Assistance Act, Public Law 100-707, provided that the Participant's principal residence or principal place of employment at the time of the disaster was located in an area designated by the Federal Emergency Management Agency for individual assistance with respect to the disaster.

- (d) Maximum Hardship. A distribution based upon financial hardship cannot exceed the amount required to meet the immediate financial need created by the hardship and not reasonably available from other resources of the Participant. In order to ensure compliance with the provisions of this Section 6.08(d), the Committee may require the Participant to satisfy any or all of the provisions described below in (i), (ii), or (iii) as a condition precedent to the Participant receiving a hardship distribution:
- (i) No Other Sources Available. Certification by the Participant on a form provided by the Committee (or its designee) for such purpose that the financial need cannot be relieved (1) through reimbursement or payment by insurance; (2) by reasonable liquidation of the Participant's assets; (3) by ceasing Pre-Tax Contributions and Roth 401(k) Contributions (including Catch-Up Contributions) and After-Tax Contributions under the Plan; (4) by other in-service distributions (including, prior to January 1, 2019, loans) under the Plan and under any other plan of deferred compensation maintained by the Employer; or (5) by borrowing from commercial lenders on reasonable commercial terms.
- (ii) Receipt of All Distributions Available; Suspension of Future Contributions Prior to January 1, 2019. Receipt by the Participant of all distributions that he is eligible to receive (including, prior to January 1, 2019, loans) under this Plan and under any other plan maintained by the Employer. In addition, prior to January 1, 2019, the Participant's Pre-Tax Contributions and/or Roth 401(k) Contributions shall automatically be suspended beginning on the first payroll period that commences after such Participant requests and receives a hardship distribution. Such Participant may resume making Pre-Tax Contributions and/or Roth 401(k) Contributions on the first day of any calendar month that is at least six months after the effective date of such suspension

and only after informing the Committee in writing at least seven days prior to the date on which the Pre-Tax Contributions and/or Roth 401(k) Contributions are to resume. Effective, January 1, 2019, the Participant's Pre-Tax and/or Roth 401(k) Contributions shall no longer be suspended after such Participant requests and receives a hardship distribution and any suspensions that are then in effect shall cease.

- (iii) Any other condition or method approved by the Internal Revenue Service.

12.

Effective as of April 8, 2019, Section 6.09(c) of the Plan is amended in its entirety to read as follows:

- (c) Withdrawals on or After Age 59-1/2. A Participant who has not terminated Employment may, at any time after attaining age 59-1/2, elect to withdraw all or part of his Account (including any earnings thereon). As described in Section 6.15 of the Plan, if the Participant withdraws only a portion of his Account, the Committee shall determine (in a nondiscriminatory manner) the source of the Account and Investment Funds from which the withdrawal shall be made. A Participant who receives an age 59-1/2 withdrawal shall not be suspended from continuing or commencing Pre-Tax Contributions, Roth 401(k) Contributions and/or After-Tax Contributions to the Plan. See Appendix C for additional rules applicable to Transferor Plan Account balances.

13.

Effective as of April 8, 2019, Section 6.14 of the Plan is amended in its entirety to read as follows:

6.14 Distributions while Performing Service in the Uniformed Services.

Effective July 1, 2013, a Participant who is performing service in the uniformed services (as defined in Chapter 43 of Title 38 of the United States Code) while on active duty for a period of more than thirty (30) days shall be treated as having severed from employment with the Company and all its Affiliate for purposes of Section 401(k)(2)(B)(i)(I) of the Code and shall, as long as that service in the uniformed services continues, have the option of requesting a distribution from the Plan of all or any portion of his Account attributable to Pre-Tax Contributions, Roth 401(k) Contributions, After-Tax Contributions, Catch-Up Contributions, Qualified Nonelective Contributions and/or in-Plan Roth rollovers of any of the foregoing amounts, and the earnings or losses on those contributions.

Any Participant taking such a distribution shall be suspended from making Pre-Tax Contributions, Roth 401(k) Contributions and After-Tax Contributions (including Catch-Up Contributions) under the Plan for a period of six (6) months following the date of such distribution.

Any distribution taken by a Participant pursuant to this Section 6.14 shall be an Eligible Rollover Distribution under Section 6.12(b) of the Plan. In no event shall a Participant be permitted to repay the amount of a withdrawal under this Section 6.14 to the Plan.

Elections under this Section 6.14 shall be made by using such forms or other methods (such as an automated communication method, other telephonic or electronic communication, or the Internet) approved by the Committee and subject to such required lead time as may be approved by the Committee from time to time. The Committee may prescribe additional rules and procedures regarding the manner and timing of the Participant's election.

14.

Effective as of April 8, 2019, Section 6.15 of the Plan is amended in its entirety to read as follows:

6.15 Ordering Procedures for Withdrawals and Distributions

The Committee shall implement ordering procedures for withdrawals and distributions (including, but not limited to, required minimum distributions under Section 6.07 of the Plan, hardship withdrawals under Section 6.08 of the Plan, withdrawals after age 59-1/2 under Section 6.09(c) of the Plan, and distributions while performing service in the uniformed services under Section 6.14 of the Plan) from a Participant's Account. These procedures shall, among other things, specify whether a Participant's Pre-Tax Contribution Account, Roth 401(k) or After-Tax Contribution Account is to be distributed first and may (but shall not be required to) permit the Participant to elect which of those sub-accounts is to be distributed first. The Committee may revise these ordering procedures from time to time without the necessity of amending the Plan.

15.

Effective as of April 8, 2019, the definition of "Actual Contribution Percentage of ACP" in Section 9.01 of the Plan is amended in its entirety to read as follows:

Actual Contribution Percentage or ACP shall mean the ratio (expressed as a percentage) of (i) the sum of After-Tax Contributions and, to the extent elected by the Employer, the Employer Matching Contributions made to the Plan on behalf of the Participant for the Plan Year and, to the extent permitted in Treasury Regulations and elected by the Employer, the Participant's Qualified Pre-Tax

Contributions and Qualified Nonelective Contributions for the Plan Year to (ii) the Participant's Compensation for the Plan Year. The Employer, on an annual basis, may elect to include or not to include Qualified Pre-Tax Contributions and Qualified Nonelective Contributions in computing the ACP for a Plan Year. If a Participant (as defined below) does not receive an allocation of Employer Contributions for a Plan Year, such Participant's ACP for the Plan Year shall be zero.

16.


Effective as of April 8, 2019, the definition of "Pre-Tax Contributions and Roth 401(k) Contributions" in Section 9.01 of the Plan is amended in its entirety to read as follows:

Pre-Tax Contributions, Roth 401(k) Contributions and After-Tax Contributions. For purposes of this Article 9, a Pre-Tax Contribution or a Roth 401(k) Contribution is taken into account only if the contribution (i) is allocated to the Participant's Account under the terms of the Plan as of any date within the Plan Year, and (ii) relates to Compensation that would have been received by the Participant during the Plan Year or within 2-1/2 months after the Plan Year but for the Participant's election to make the contribution to the Plan. A Pre-Tax Contribution or a Roth 401(k) Contribution is considered to be allocated as of a date within a Plan Year only if the allocation is not contingent on participation in the Plan or performance of service after the Plan Year to which the Pre-Tax Contribution or Roth 401(k) Contribution relates. An After-Tax Contribution is taken into account only for the Plan Year in which the contribution is withheld from the Participant's pay if the funds are transmitted to the Trust within a reasonable period after the withholding. An Employer Matching Contribution is taken into account if the contribution (i) is allocated to the Participant's Account under the terms of the Plan as of any date within the Plan Year, (ii) is made on account of (or allocated on the basis of) a Pre-Tax Contribution or Roth 401(k) Contribution for the Plan Year, and (iii) is paid to the Trust within 12 months after the Plan Year.

IN WITNESS WHEREOF, the undersigned has executed this Amendment Six to the Plan on behalf of the Company on the date set forth below.

MOHAWK CARPET, LLC

Date: 10-31-, 2019



Vice President, Human Resources