



November 4, 2013

**Re: Cintas' Supplemental Executive Retirement Plan (SERP) – Plan Year 2014**

Dear Partner:

I am pleased to inform you that the 2014 annual enrollment for the Cintas Supplemental Executive Retirement Plan (SERP) is now open through November 18, 2013. During the open enrollment period you can make changes to the amount of your base, bonus and commissions that you want deferred for the 2014 plan year. **Please note, if you do not change your election during the annual enrollment, your current election will continue as is for the 2014 plan year. Exception: If you have an In-Service account that has a 2014 scheduled distribution, you cannot defer into that account. You will need to allocate any 2014 deferrals to a Retirement and/or other In-Service account.** Please complete your enrollment changes online by clicking the enrollment link that is found in today's cover e-mail.

The SERP is a nonqualified program designed exclusively for a select group of partners. Under the SERP, Cintas may credit a discretionary amount to an account designed to pay benefits at your retirement or termination. The percentage tentatively approved by the Compensation Committee of the Board of Directors for 2014 is 6% of your fiscal year 2014 total compensation and is 100% vested upon completion of three years of service. The Company Contribution will be determined annually. Company contributions are allocated within your account based on your investment elections, on a pre-tax basis. Pre-tax investing means that you earn more as your contributions accumulate, since earnings grow on a tax-deferred basis.

In addition, participants in the SERP are eligible for voluntary deferrals of their salary, bonus and commissions through pre-tax payroll deductions. Deferred compensation is a reliable method for highly compensated individuals to enjoy significant tax advantages over traditional after-tax savings plans, such as mutual funds. The plan's powerful tax advantages and flexible features work immediately—by deferring income now, your taxable income is lowered, meaning you pay less in taxes with each deferral. This represents considerable annual and long-term savings. You are always 100% vested in your contributions and any earnings on your contributions.

**Important Dates:**

- **November 18, 2013:** Final day to change all deferral elections for 2014
- **January 1, 2014:** Effective date for deferrals in the new plan year

You may learn more about the SERP by attending the scheduled webcast where the plans features will be outlined. For information on how to join the online meeting please click on the webcast date below.

[Thursday, November 7 at 1:30 p.m. ET](#) (password is SERP1)

I encourage you to read the attached information to discover how the Cintas SERP can work for you. If you have any questions, please contact the Cintas Service Center at 866.256.6559, Monday through Friday, 8:30 A.M. to 8:00 P.M. ET, and select the "SERP Plan" option.

Sincerely,

Tom Frooman  
VP and Secretary – General Counsel



# LOOKING FOR A WAY TO DEFER TAXES AND BUILD WEALTH?

CINTAS SERP  
2014 BENEFITS SUMMARY



# A SPECIAL OPPORTUNITY TO DEFER TAXES AND BUILD WEALTH

You're among a select group of partners that can take advantage of the Cintas Supplemental Executive Retirement Plan (SERP). The SERP allows you to build wealth by deferring compensation (and the taxes that come with it)—and to grow your money on a tax-deferred basis.

Read on and act no later than November 18, 2013.

## KEY POINTS YOU SHOULD KNOW

- **Company Contribution:** Cintas may make annual discretionary Company Contributions to the Plan on your behalf. These contributions are credited to the Company Contribution account.
- **Deferral Component:** You can defer salary, bonus and commissions on a pre-tax basis. This allows you to make up for amounts that you may have been unable to defer in your 401(k) due to qualified plan limits. The Plan provides for distributions at or prior to separation from service.
  - **Salary Deferral**—Defer up to 75% of your base salary.
  - **Bonus Deferral**—Defer up to 90% of your bonus compensation.
  - **Commission Deferral**—Defer up to 90% of your commission compensation.
- **Tax benefits:** Pre-tax deferred compensation reduces your current taxable income.
  - Your deferral account grows on a tax-deferred basis.
  - You pay no federal or state income tax until you receive distributions from the plan.
- **"Investment" options:** You have the flexibility to allocate your deferrals among 13 Valuation Funds. The Valuation Funds are used to help determine the gains or losses on the amounts you defer. More on the Valuation Funds later.
- **Payment options:** You can create and maintain up to four accounts that determine when you want to receive payments:
  - **Company Contribution Account**—You begin receiving payments of your vested account balance after you separate from service with Cintas.
  - **Retirement Account**—You begin receiving payments after you separate from service with Cintas.
  - **In-Service Account**—You begin receiving payments on a date before retirement that you specify. You can set up to two In-Service accounts.

The charts on the next page make it easy to see the advantages of saving in the SERP versus traditional after-tax savings.

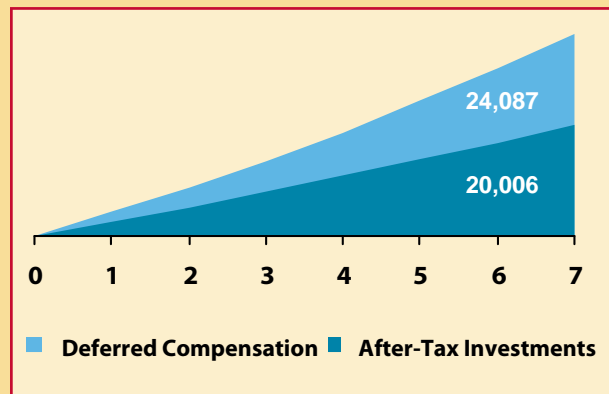
# DEFERRED COMPENSATION SAVINGS THROUGH THE SERP YIELDS MORE THAN AFTER-TAX INVESTING

## IN THE SHORT TERM...

Given a seven-year time frame, the graph below compares the total payout between a pre-tax deferred compensation arrangement and a similar investment in traditional after-tax savings. Note that the after-tax payout from the deferred compensation is greater no matter when the distribution is made.

### CHART ASSUMPTIONS

- Single \$25,000 pre-tax deferral
- Single \$15,000 after-tax investment
- 7% net investment return
- 40% state and federal income tax rate



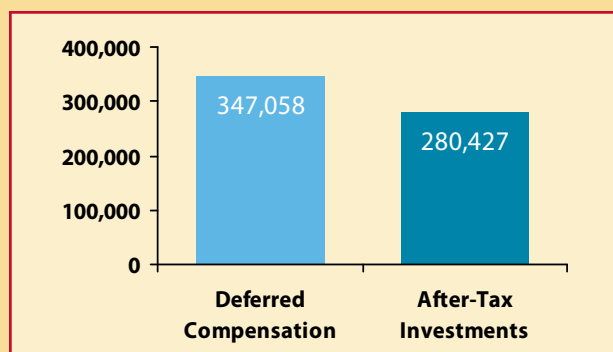
DEFERRED COMPENSATION CAN YIELD MORE THAN AFTER-TAX INVESTING IN THE SHORT TERM AND THE LONG TERM.

## AND OVER THE LONG TERM...

This chart compares deferred compensation savings with traditional, after-tax investing. In this example, a 45-year-old participant defers \$10,000 annually for 20 years. Over the same period, another individual invests \$6,000 (\$10,000 pre-tax) annually in an after-tax plan. The deferred compensation investment comes out significantly ahead.

### CHART ASSUMPTIONS

- 10-year payout period
- 40% ordinary income tax rate
- 15% capital gains rate
- Portfolio allocation of 70% stock, 30% bonds
- Annual return of 7% on stock, 6% on bonds



# HOW DEFERRED COMPENSATION WORKS

The SERP provides a powerful way to save money above the 401(k) limit on a pre-tax basis and accumulate earnings on a tax-deferred basis.

- The amount you elect to defer is withheld from your pay on a pre-tax basis and credited to your SERP accounts.
- You allocate your deferrals—just like making investment selections—among Valuation Funds that “act like” investment funds. Your SERP accounts are valued daily based on the gains or losses of the Valuation Funds you select.
- At the time you make your deferral election, you also decide when you want your accounts paid to you.

## WHAT YOU NEED TO DO BY MONDAY, NOVEMBER 18TH

ACTION REQUIRED	FEATURES AND FACTS	CONSIDER
<b>ENROLL</b>	<ul style="list-style-type: none"> <li>■ Elect to defer compensation payable during the 2014 calendar year.</li> <li>■ Your salary, bonus and commission deferral elections are effective January 1, 2014.</li> </ul>	<p>Election deadline is November 18, 2013.</p> <p>Deferral elections are irrevocable and cannot be changed during 2014.</p> <p>You can only change your elections during the annual enrollment.</p>
<b>CHOOSE HOW MUCH TO DEFER</b>	<p>You can defer:</p> <ul style="list-style-type: none"> <li>■ Up to 75% of your salary specified as a percentage.</li> <li>■ Up to 90% of your annual bonus specified as a percentage.</li> <li>■ Up to 90% of your commissions specified as a percentage.</li> </ul>	<p>Your 401(k) contributions will be calculated on your earnings that are net of SERP deferrals.</p> <p>Deferrals made under this plan will not reduce your health, life or disability benefits provided through the Company.</p> <p>See question 32, page 12 for more info.</p>

ACTION REQUIRED	FEATURES AND FACTS	CONSIDER
<b>SELECT YOUR DISTRIBUTION OPTION(S)</b>	<p>Company Contributions will be credited to your Company Contribution account.</p> <p>You may allocate your elective deferrals into a Retirement account, up to two In-Service accounts, or a combination of all three. The type of account you select determines when you want the money to be paid.</p> <p>Company Contribution account: Vested amounts credited to this account will be paid upon separation from service from Cintas.</p> <p>Retirement account: Choose this account if you want to receive payment when you separate from service with Cintas.</p> <ul style="list-style-type: none"> <li>■ Payments begin the month after your separation from service unless you are a specified employee (see question 16, page 9 for definition).</li> <li>■ Choose a lump-sum payment or up to ten annual installments.</li> </ul> <p>In-Service accounts: Choose these accounts if you would like to receive payment before you leave Cintas.</p> <ul style="list-style-type: none"> <li>■ Payments begin the month and year you elect; however, you must choose a payout date that is at least five years after you first establish the In-Service account.</li> <li>■ Choose a lump-sum payment or up to five annual installments.</li> <li>■ Establish up to two In-Service accounts.</li> </ul>	<p>Plan carefully... Think about your time horizon for needing the money before selecting your account options.</p> <p>The distribution election you select for your Company Contribution and Retirement accounts—installments or lump sum—is irrevocable. If you leave Cintas before reaching age 65 or age 55 with 10 years of service, your account will automatically be paid in a lump sum.</p> <p>You may change the date and form of payment for your In-Service accounts, providing you with added flexibility to manage your accounts. If you leave Cintas before the distribution date you've established for an In-Service account, the account will be paid to you in a lump sum.</p> <p>See question 18, page 10 for more info about changing the date and form of payment for your In-Service account.</p> <p>Company Contribution and Retirement accounts with a balance less than \$10,000 at the time installment payments are scheduled to begin will be paid out in a lump sum.</p>
<b>INVEST AMONG VALUATION FUNDS</b>	<ul style="list-style-type: none"> <li>■ Allocate deferrals among your choice of 13 Valuation Funds based on your individual risk and reward objectives.</li> <li>■ Know that Valuation Funds look and act like real investment funds, but your deferrals aren't actually invested in those funds. They're used solely to determine the gain/loss in your Plan account(s).</li> </ul>	<p>You can allocate deferrals among the funds that reflect your deferral timeframe and individual risk preferences, the same process you use when making other investment elections.</p> <p>Change your Valuation Fund allocations daily in HR WorkWays.</p> <p>You can set up separate allocations for current account balances and future deferrals and separate elections for each account that you establish.</p> <p>Returns are calculated daily based on the allocations in effect.</p>

# CHOOSE AMONG THESE VALUATION FUNDS

Read each fund's objective and investment strategy summary. Consider your time horizon for needing the money and your risk tolerance. Please go to HR WorkWays for additional fund information.

VALUATION FUND	INVESTMENT STRATEGY SUMMARY	VALUATION FUND	INVESTMENT STRATEGY SUMMARY
<b>Lincoln VIP Money Market Fund</b>	Maximize current income while (i) maintaining a stable value of your shares and (ii) preserving the value of your initial investment.	<b>LVIP Delaware Special Opps Std</b>	Maximize long-term capital appreciation by investing primarily in common stocks of small and mid-sized growth companies.
<b>LVIP Delaware Bond Fund</b>	Maximize current income (yield) consistent with a prudent investment strategy.	<b>Barron Growth Opportunities</b>	Seek capital appreciation by investing in common stocks of small and mid-sized growth companies selected for their capital appreciation potential.
<b>Delaware VIP High Yield Series</b>	Seek total return and, as a secondary objective, high current income.	<b>DWS Small Cap Index</b>	Replicate, as closely as possible, the performance of the Russell 2000 Index, which emphasizes stocks of small US companies.
<b>T. Rowe Price Equity Income</b>	Provide substantial dividend income as well as long-term growth of capital through investments in the common stocks of established companies.	<b>American Funds Global Small Cap</b>	Seek long-term capital growth by investing at least 80% of its net assets in growth-oriented common stocks of companies with small market capitalizations.
<b>DWS Equity 500 Stock Index</b>	Replicate, as closely as possible, the performance of the Standard & Poor's 500 Composite Stock Price Index.	<b>American Funds International</b>	Provide long-term growth of capital by investing primarily in common stocks of companies domiciled outside the United States.
<b>LVIP T. Rowe Price Growth Stock</b>	Seek long-term capital growth by investing in the common stocks of a diversified group of growth companies. May also invest in medium-cap companies.	<b>Delaware VIP Emerging Markets</b>	Seek long-term capital appreciation by investing primarily in a broad range of equity securities of companies located in emerging market countries.
		<b>Delaware VIP REIT Series</b>	Seek maximum long-term total return, with capital appreciation as a secondary objective by investing in securities of companies that are principally engaged in the real estate industry.

## FUND PERFORMANCE (9/30/13)

VALUATION FUND	YTD	1 YEAR	3 YEAR	5 YEAR
Lincoln VIP Money Market Fund	0.02%	0.02%	0.03%	0.16%
LVIP Delaware Bond Fund	-2.75%	-2.30%	3.34%	7.53%
Delaware VIP High Yield Series	4.98%	8.72%	9.60%	12.58%
T. Rowe Price Equity Income	19.31%	21.59%	15.49%	9.22%
DWS Equity 500 Stock Index	19.50%	19.03%	15.93%	9.74%
LVIP T. Rowe Price Growth Stock	24.20%	22.87%	17.17%	12.99%
LVIP Delaware Special Opps Std	21.22%	25.77%	14.83%	11.52%
Barron Growth Opportunities	28.92%	33.66%	22.82%	15.09%
DWS Small Cap Index	27.59%	29.98%	18.10%	10.86%
American Funds Global Small Cap	21.42%	25.77%	8.41%	9.50%
American Funds International	12.22%	18.04%	5.60%	6.15%
Delaware VIP Emerging Markets	6.49%	13.66%	2.54%	8.22%
Delaware VIP REIT Series	2.39%	4.92%	12.16%	5.70%

The performance returns listed above are as of September 30, 2013. Past returns are not a guarantee of future performance. Returns are net of investment management fees. Three and five year returns are annualized.

These Valuation Funds do not represent any specific investment being made by Cintas. There are no specific Company assets against which a claim could be made.



# QUESTIONS & ANSWERS ABOUT THE SERP

If you have questions that aren't answered here, please call Aon Hewitt (the plan administrator) by dialing the Cintas Service Center at 866.256.6559 Monday through Friday, 8:30 a.m. to 8:00 p.m. ET and selecting the "SERP Plan" option.

**1. How are the Company Contributions determined?**

Company Contributions are determined annually by the Compensation Committee of the Board of Directors.

**2. Am I vested in the Company Contribution component of the plan?**

You will be 100% vested in the Company Contributions upon your 3rd anniversary from your date of hire. You become fully vested in the event of death, disability, change of control or attainment of age 65.

**3. Why should I participate in the SERP?**

Participation in the Deferred Compensation component enables you to take advantage of tax deferral, a powerful savings tool that can help you reach your savings goals faster. When you defer pre-tax compensation, your taxable income is reduced, so you pay lower taxes today. Plus, you pay no federal or state income tax on deferred amounts—or the associated gains—until they are distributed, when your effective tax rate may be lower.

**4. Am I vested in the Deferred Compensation component of the Plan?**

Yes. You are always 100% vested in any voluntary deferrals that you make.

**5. When is the deadline for making deferral elections?**

The election deadline is November 18, 2013. Your elections apply to salary, bonus and commission paid in 2014.

**6. How much can I defer?**

You can defer up to 75% of your salary, and up to 90% of your bonus and commissions.

**7. What if I choose not to defer—will I still receive the Company Contribution?**

Yes. The Company's annual discretionary contribution will be made to your Company Contribution account regardless of what you defer into the Deferred Compensation component of the Plan (the "Retirement and/or In-Service" accounts.) ***Since Cintas may still make a contribution into the Plan on your behalf, you must select a distribution option and fund allocations for your Company Contribution account.***

**8. What happens if I do not establish Company Contribution account elections and a contribution is credited to me?**

The contribution will be allocated entirely to the Money Market Valuation Fund by default. (You will be able to reallocate these funds by accessing your account online.) A default distribution election of 3 years will be established for you. This distribution is irrevocable and cannot be subsequently changed.

**9. When will the discretionary Company Contribution be credited to my account?**

It is the intent of the Company to make any discretionary annual contribution to your account before the end of August. To be eligible, you must be employed with the

Company as of 7/31 of the year the contribution is made.

**10. May I change my deferral election(s) for the Deferred Compensation component of the SERP?**

Once deferral elections are made, they are irrevocable for the upcoming year. You can only change your deferral election(s) each year during the open enrollment.

***If you do not change your election during the annual enrollment, your election on file will remain unchanged for the next Plan year.***

**11. How many In-Service accounts may I open?**

You may have up to two In-Service accounts open at a time, in addition to your Retirement account. Each In-Service account may have its own distribution date and distribution option. At the time you enroll, you specify what portion of your deferrals is allocated to the In-Service account(s). After you receive full distribution from an existing account, you may re-start that In-Service account with a new distribution date. The distribution date that you select for an In-Service account must be at least five years from the effective date of your first deferral election into that account.

**12. When are deferrals credited to my In-Service and/or Retirement account(s)?**

Deferrals are generally credited on the payroll date on which the compensation would have otherwise been paid to you.

**13. How are earnings credited to my account?**

Once you become a participant in the Plan (Company Contributions and/or your voluntary deferrals) you will also allocate the amounts in your account(s) to reflect your choice among 13 Valuation Funds. The Valuation Funds are used as hypothetical indicies to calculate gains or losses, which are credited to your accumulated account balances at the end of each day.

**14. When can I make changes to my Valuation Fund allocations?**

You may change your Valuation Fund allocations online on a daily basis. The change can apply to existing account balances, future contributions or both. Changes made prior to 4:00 p.m. ET will be effective that day. Changes made after 4:00 p.m. ET will be effective the following business day.

**15. How are my Retirement and Company Contribution benefits paid?**

Benefit payments are made by the Company as soon as administratively practicable after the event initiating the distribution. To comply with current tax law, payment for specified employees (see below) will be delayed for at least six months from the date of separation from service.

You have the right to elect distributions from your Retirement and Company Contribution accounts(s) to be paid over a period of 1 to 10 years. Distributions (other than lump sum) will be paid as a percentage of your remaining account balance. For example, if you select a 3 year payout, one-third of your account balance will be paid in year 1, one-half of the remaining account will be paid in year 2, and the remainder will be paid in year 3. The distribution election for your Retirement and Company Contribution account must be established when the account is opened and cannot be changed in the future.

Balances in your Retirement and Company Contribution account that are less than \$10,000 at separation from service will be paid in a lump sum.

**16. What is a specified employee?**

Specified employees are key employees of the Company who are among the 50 most-highly compensated. You will be notified at the time of your separation from service if you are a specified employee.

### **17. How are my In-Service benefits paid?**

Benefit payments are made by the Company as soon as administratively practicable after your scheduled distribution date. You have the right to elect benefits to be paid from your In-Service account(s) from 1 to 5 years. You must select a scheduled distribution date which is at least 5 years from the date in which deferrals are first credited to the account.

### **18. May I change my scheduled distribution date for my In-Service account(s)?**

Yes. You may postpone the scheduled distribution date on your In-Service account(s). However you must make the change at least 12 months before your scheduled payment and you must elect a date at least 5 years beyond the initial distribution date selected. (Your scheduled distribution date may be found on the SERP site within HR WorkWays.)

For example: If you originally establish an In-Service distribution date of 1/1/2019, you may postpone this date as long as you make the election to do so before 1/1/2018. If you change the distribution date, you must change it to a date no earlier than 1/1/2024.

You may also change the form of payment for your In-Service account (e.g., five annual installments to a lump sum distribution) subject to the same 5 year postponement rule.

### **19. May I change the distribution election for my Retirement or Company Contribution accounts?**

No. Your distribution election for these accounts must be made at the time the accounts are established and cannot be changed in the future.

### **20. How is Retirement defined under the Plan and what happens when I retire from Cintas Corporation?**

Retirement is defined as age 65 or after age 55 with 10 or more years of service.

Your vested account balances in your Company

Contribution account and your Retirement account will be distributed according to your distribution elections on file. In-Service accounts that have not reached their scheduled distribution date will be paid in a lump sum.

Other than scheduled distributions from In-Service accounts, you will not receive distributions from the Plan until separation from service.

### **21. What happens if I terminate employment with Cintas prior to retirement?**

Your vested account balances will be distributed to you in a single lump sum payment. However, if In-Service payments have already begun, they will continue as scheduled.

### **22. How are my accounts distributed at death?**

In the event of your death while you are still an active partner at Cintas, your account balances will be paid to your designated beneficiary(ies) in a lump sum as soon as administratively possible. However, if you had already begun receiving payments, those installments will continue to your designated beneficiary. If you do not name a beneficiary or the beneficiaries you name do not survive you and you have no surviving beneficiaries under the Plan, your account balances will be paid to your estate.

### **23. What happens if I become disabled?**

If you become totally and permanently disabled, your deferral commitment may be amended and you may receive distributions from your accounts. This determination will be made by the Committee responsible for making decisions regarding the SERP, in accordance with applicable rules governing the Plan.

### **24. May I borrow from or make a withdrawal from my account?**

The Plan does not allow for loans or voluntary withdrawals. A Hardship Withdrawal can be petitioned in writing for occasions that meet the strict definition of an "Unforeseeable Emergency" under the Plan. The Committee responsible for making decisions about the SERP

will make the final decision. If granted, Hardship Withdrawals are limited to the amount necessary to cover the financial hardship, with taxes, but cannot be more than your vested account balance. It may include the termination of the existing deferral commitment and will preclude your eligibility to defer for the period of the hardship and for 12 months thereafter. If guidance is needed, please contact Aon Hewitt's Executive Benefits group at 866.256.6559, and select the "SERP Plan" option.

## **25. Are taxes withheld from deferrals to my Retirement and/or In-Service accounts?**

A major benefit of the SERP is that contributions are made on a pre-tax basis, and no federal income or state taxes are withheld from deferrals to your Retirement and In-Service accounts. However, discretionary Company Contributions (as they vest) and deferrals to the Retirement and/or In-Service accounts are included in your compensation for purposes of calculating FICA/ Social Security and applicable local taxes.

## **26. How and when will FICA taxes impact my voluntary deferrals, Company Contribution and paycheck?**

Cintas will withhold and report FICA (Social Security / Medicare) and any applicable local taxes on each voluntary deferral. Company Contributions are exposed to FICA when they become 100% vested. This is processed as soon after the completion of three years of service as is administratively practicable. This typically occurs at the end of that month and is reported to payroll for inclusion by the middle of the following month. All subsequent annual Company Contributions will also be exposed to withholdings for FICA and any applicable local taxes.

Cintas will spread the impact of the withholding associated with Company Contributions over four pay periods to lessen the impact on the partner's paychecks.

## **27. Are distributions taxable?**

Distributions are taxed as ordinary income in the year they are paid out (when your effective tax rate may be lower than it is today.) Scheduled distributions are not subject to any excise taxes or early distribution penalties regardless of when they are paid. Payments to beneficiaries are also taxable as ordinary income, and the value of the SERP can be included in the estate of the deceased partner for federal estate tax purposes. Please consult with your financial advisor.

## **28. How are federal income taxes withheld for SERP distributions?**

Supplemental withholding rates apply for all SERP distributions. This means that a flat 25% withholding rate will apply up to the first \$1 million of SERP distributions in a single tax year. The highest marginal federal income tax rate (39.6% in 2013) applies for SERP distribution amounts in excess of \$1 million in a single tax year.

## **29. May I roll my SERP account distributions into an IRA?**

No. Because this is a nonqualified plan, distributions are not eligible for IRA rollover.

## **30. How does the security of the benefit payments in the SERP compare to the 401(k) plan?**

Under the 401(k) plan, deferrals and earnings are held in a trust that can only be used to pay benefits to the 401(k) plan participants and is not subject to creditor claims. Under the SERP, the Company promises to pay your deferred amounts (adjusted for gains/losses) to you at a later date from the Company's general assets. This arrangement is necessary to achieve the desired tax results of the plan.

## **31. Are my benefits under the SERP secure?**

The Company has established a rabbi trust that holds corporate-owned life insurance to informally finance benefit payments. The rabbi trust provides benefit security against a change in management, change of control or change of

heart, but does not provide security in the unlikely event of the Company going bankrupt. In the event of bankruptcy, your right to receive benefit payments would be that of a general, unsecured creditor. You do not have an interest in any specific assets of the Company, even if the Company intends to pay the benefits from certain assets.

**32. Will my participation in the Deferred Compensation component affect any of my other employer-provided benefits?**

Your 401(k) deferrals will be calculated on your compensation net of SERP deferrals.

Deferrals will not impact your life, health and disability benefits provided through the Company. If you have specific questions about how your other benefits may be impacted, please contact Aon Hewitt, the plan administrator, at 866-256-6559 and select the "SERP Plan" option.

**33. How do I enroll in the Cintas SERP?**

Please follow the link in the email dated November 4, 2013. This link will take you to the enrollment site. If you have any questions, please contact Aon Hewitt between 8:30 a.m. ET and 8:00 p.m. ET, Monday through Friday at 866-256-6559 and select the "SERP Plan" option.

**Please note:** *Even if you do not plan to defer any compensation for the next plan year, you should ensure that you have on record a Valuation Fund allocation and a Distribution Election for your Company Contribution account.*

**34. If I want next year's elections to be the same as the current year, do I have to make a new election?**

No. Your current SERP elections will rollover to become next year's deferral commitment unless you submit an online election to change them.

**Please note:** Once accepted, deferral commitments are irrevocable. Therefore, please pay attention to the elections that you allow to

rollover to the next plan year.

**35. Where can I obtain information on my SERP account(s)?**

Please log into HR WorkWays and click on "Your Benefits" at the top of the toolbar. Select "Retirement Savings Plans", then "Nonqualified Savings Plan". By selecting the link below your account balance, you will access the SERP site which contains all of your account information and plan documents.

**36. Whom do I contact for questions regarding the Plan?**

Cintas Corporation has outsourced the administration services of the SERP to Aon Hewitt's Executive Benefits practice. Aon Hewitt's contact information is located on the back of this booklet along with the contact from Cintas Corporation.

# RESOURCES AT YOUR SERVICE

You have several ways to access assistance and answers. Contact Corporate Human Resources via phone or email—and/or Aon Hewitt via toll-free number, website, or e-mail.

## AON HEWITT

Executive Benefits  
3565 Piedmont Road, Suite 600  
Atlanta, Georgia 30305  
Phone: 866.256.6559 ("SERP Plan" option)  
Fax: 404.240.6079  
E-mail: [deferralselect@aonhewitt.com](mailto:deferralselect@aonhewitt.com)  
Website: [HR WorkWays—Your Benefits menu](#)

## CINTAS CORPORATION

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Director of Benefits & Compensation  
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**YOUR ONLINE ELECTIONS MUST BE COMPLETED BY MONDAY, NOVEMBER 18, 2013!**

## DISCLAIMER

This guide isn't a legal document. It's intended only as a summary and is not intended to provide legal or tax advice. If there are any discrepancies between this guide and the official Plan Document, the Plan Document will prevail. Participation in any or all of the Cintas plans does not constitute a contract of employment, implied or otherwise. Cintas Corporation has the right to change benefits, plans and/or programs at any time for any reason.





**CINTAS®**

November 2013—U.S.