**Announcement of Investment Changes**

To Plan Participants and Beneficiaries of:

**Accurate Electric Employee Stock Ownership Plan**

**Investment Change Announcement Explanation**

The plan’s investment committee recently met to review the performance of plan investment choices. If an investment choice does not meet the established minimum standards, the committee reviews other alternatives with similar investment objectives to discuss possible replacement options. This important notice is to inform you that Accurate Electric Employee Stock Ownership Plan will be making changes to the plan’s investment options as outlined below. This change is scheduled to go into effect the week of 07/24/2017

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| **Morningstar Category** | **Prior Fund** | **Ticker** | **New Fund** | **Ticker** |

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|  Mid-Cap Growth | Victory Munder MC Core Gr Y | MGOYX | Vanguard MdCp Grth Idx Adm | VMGMX |

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| The fund(s) below will be added to your plan and accessible to plan participants the week of 07/24/2017 |

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| **Ticker** | **Fund Name** |
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| VMGMX | Vanguard MdCp Grth Idx Adm |

**How will this affect me?**

During the week of 07/24/2017 assets invested in the prior fund(s) will automatically be transferred to the corresponding replacement fund shown above. In addition, all of your directives for investing future contributions in the prior fund(s) will automatically be changed to the corresponding replacement fund.

*If there is/are fund(s) in the table above that do not show a prior fund, these funds are new additions to your plan.*

**Do I need to take action?**

No. However, if you want to make changes to your account you can:

* Change your investment directives to ensure that future contributions are invested in the investment option of your choice.
* Transfer any balance in this fund to the investment option of your choice.

These changes can be made using either by:

1. using Personal Savings Center at [**www.standard.com/retirement**](http://retirement.standard.com)
2. calling a customer service representative at 800.858.5420

**Who can I contact with questions about these changes?**

If you have questions, please contact a customer service representative at 800.858.5420.

**Plan sponsors and participants should carefully consider the investment objectives, risks, charges and expenses of the investment options offered under the retirement plan before investing. The prospectuses for individual mutual funds and each available investment option in the group annuity contain this and other important information. Prospectuses may be obtained by calling 800.858.5420. Please read the prospectus carefully before investing. Investments are subject to market risks and fluctuate in value*.***

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