A Notice to Participants of the

Accurate Electric Employee Stock Ownership Plan

Retirement plans are highly regulated by the U.S. Department of Labor, including communications to retirement plan participants about changes in their fees. Below is required information about recent fee changes for services connected with your retirement plan. These fees are updates to the fees shown in your plan’s Fee Disclosure notice. The revised fees appear below and will be effective beginning January 2021.

The change(s) will be incorporated into any subsequent Fee Disclosure notice that is distributed to you.

# Modified Fees

Your Plan Administration Fees will be determined by the following schedule based on total assets in your plan.

$0 - $2.5 million 0.32%

$2.5 - $5 million 0.27%

$5 million+ 0.22%

The Standard’s Asset Fee will also include a consulting and annual recordkeeping fee of 0.25%. Any concessions, such as revenue sharing payments from mutual funds, will be deducted from the recordkeeping fee.

# Participant Transaction Fees:

Paper Distribution $ 75 per event

Paper Distributions upon Death/ Disability/ Retirement $ 75 per event

Paperless Distribution $ 75 per event

Paperless Distributions upon Death/ Disability/Retirement $ 75 per event

These fee changes will be reflected in your next annual notice. If you would like additional information, please call a customer service representative at 800.858.5420 or email savings@standard.com.

This Notice should be kept with your current Fee Disclosure notice.