

Special Notice and Plan Overview

Accurate Electric Employee Stock Ownership Plan

This Special Notice and Overview is provided as a quick reference to certain key provisions of the retirement plan. Since the plan is based on a complex legal document, the Overview does not attempt to describe every aspect of the plan or to detail all of its terms. For a more complete description of plan provisions, refer to the Summary Plan Description. If there is a conflict between this Overview and the plan, the plan's provisions will prevail.

This Special Notice and Overview contains important plan information that must be made available to eligible participants.

Entering the Plan

An employee becomes a participant in our plan on the first entry date after satisfying the following requirements:

- 21 years of age or older
- 12 months of service
- 1,000 hours of service during the 12-month period beginning on your date of hire or any plan year beginning after your date of hire

Certain groups of employees are excluded from participating in the plan, including:

- √ Leased employees
- √ Non-resident aliens with no US source income
- √ Individuals not eligible based on written agreement

Entry dates are the first day of January and July.

Participant Contributions

Participants may contribute to the plan on a pre-tax basis. These contributions, known as “elective deferrals,” must fall within the following range:

Minimum 0 percent of compensation

Maximum \$18,000 in 2017 (additional \$6,000 if age 50 or older) or maximum allowed by law, whichever is less

Other factors may further limit contributions.

Traditional 401(k) contributions are made on a pre-tax basis, thus reducing your current taxable income. Your contributions and earnings grow on a tax-deferred basis and will be taxable upon distribution.

You may change your contribution percentage or re-enter the plan on the first day of any future month. Contact your payroll department for details. If necessary, you may stop your contributions on the first day of any payroll period with reasonable advance notice.

Your participant contributions are 100 percent vested - which means that you own them - at all times.

Qualified Default Investment Alternative Notice

You can direct how your contributions are invested among the available investment options. If you do not direct how your contributions should be invested, they will be invested in the following Qualified Default Investment Alternative (QDIA):

Investment	Default Directive Percent
Vanguard Wellington Adm	100%

Make sure that your directives cover 100 percent of your contributions. If you direct less than 100 percent of your contributions, the entire amount will be invested in the investment option(s) described above. However, you can transfer your assets from the QDIA to other investment options, without penalty.

You may use the Personal Savings Center at www.standard.com/retirement or the Fee Disclosure section of this document to find out more about your account, including a description of the default investment option, its investment objectives, risk and return characteristics, and any applicable fees and expenses.

Employer Contributions

To help you reach your retirement goals, we may match your contribution to the plan. The amount of the match may be adjusted each year.

You will become vested in - which means you will earn ownership of - the matching contribution according to this schedule:

Years of Service	Vested Percentage
Less than 1	0%
1	20%
2	40%
3	60%
4	80%
5 or more	100%

We may also make a profit sharing contribution. When a contribution is made, each eligible employee will receive a pro-rata share of the contribution based on pay.

To receive a contribution for a plan year, you must meet the following criteria:

- be employed on the last day of the plan year AND
- have 1,000 hours of service during the plan year

For additional information about profit sharing contributions, please see your Summary Plan Description.

You will become vested in - which means you will earn ownership of - the profit sharing contribution according to this schedule:

Years of Service	Vested Percentage
Less than 1	0%
1	20%
2	40%
3	60%
4	80%
5 or more	100%

Vesting Service

Employees earn credit toward vesting for all plan years in which they work at least 1,000 hours with our company. Individuals who were employed on the plan's effective date will qualify for vesting credit for their prior service with our firm on the same basis.

Distributions and Withdrawals

A distribution from your account may be available to you or your beneficiary at:

- normal retirement, which is age 65
- age 59.5 while still employed
- financial hardship (as defined by the plan)
- termination of employment
- death or disability

Additional requirements for distributions may also exist. Please review your Summary Plan Description for complete details.

Rolling over retirement accounts

Combining assets from several retirement accounts is much easier now than in the past. Plans may now accept rollovers from:

- 401(k) and other qualified retirement plans
- governmental deferred compensation (457) plans
- tax-sheltered annuities (TSAs) and IRAs

Follow the instructions on the “Application for Rollover” form available on Personal Savings Center at **www.standard.com/retirement**. Rollover money received by the plan will be invested according to your investment directives for new contributions.

If you have received a distribution check from a retirement plan, you must complete a rollover within 60 days of receipt. If the rollover is not completed within this period, the distribution cannot be rolled over and becomes taxable income. It may also be subject to a 10 percent early withdrawal penalty.

Questions

If you have questions about the plan, please contact Human Resources.

To contact a Customer Service Representative at the plan's service partner, The Standard, e-mail savings@standard.com anytime or call 800.858.5420 between 5:00 a.m. and 5:00 p.m. Pacific Time.

If you have received this notice electronically, you can obtain a paper copy or supplemental materials described in this notice from your plan administrator or the human resources department.

ERISA 404(c) Notice and Information

Participants in The Accurate Electric Employee Stock Ownership Plan are responsible for directing the investment of their own retirement accounts. Your plan has several investment options in which you can invest some or all of your account. Using these investment options, you can build a portfolio that delivers the mix of risk and return that is most appropriate for your circumstances.

By taking an active role as an investor of your retirement account, you also have the opportunity to make investment choices that could potentially deliver better returns for your account than would otherwise be possible. At the same time your decisions may also result in investment losses or returns that are lower than might have been possible had other choices been made.

The Employee Retirement Income Security Act (ERISA) provides regulations regarding the investment of retirement plan assets. Section 404(c) of ERISA states that a plan fiduciary is not responsible for the investment choices made by plan participants. By meeting all of the requirements under Section 404(c), the fiduciary may be relieved of fiduciary responsibility for the asset allocation decisions made by plan participants. Fiduciaries of a Section 404(c) plan are not liable for losses that result from plan participants' exercise of control over the assets in their retirement plan accounts.

The Accurate Electric Employee Stock Ownership Plan intends to qualify as an ERISA Section 404(c) plan. As part of the effort to ensure full compliance with the requirements of Section 404(c), the plan will:

- Let you choose from at least three different, internally diversified* investment options that have materially different risk and return characteristics;
- Permit you to transfer your retirement account assets among the investment options on any business day (although other considerations will affect the frequency of your trades); and
- Provide you with the opportunity to obtain sufficient information to make informed investment decisions.

*Diversification does not ensure against loss.

More information about your plan's fees and investment options

Descriptions of the plan's fees and investment options are included in the following pages. Each investment option description provides basic information including investment objectives, fund managers, relative risk, fees and a snapshot of its holdings.

Additional information is available through the Personal Savings Center, The Standard's website for retirement plan participants. The performance page provides performance information for all of the investment options. Click on the name of the investment option for more information about that option, including a link to the mutual fund company's website where you can view a prospectus.

Frequent Trading Policy

Your retirement plan is intended to help you accumulate assets for your retirement. The plan and the services provided by The Standard have been designed to help support your long-term investment needs throughout your working and retirement years.

The plan is not intended to facilitate frequent trades among investment options or provide "day trading" opportunities. Short-term trading adversely affects the plan's operations and increases the expenses of both the plan and the investment options.

The Standard's agreements with our mutual fund alliance partners require us to adhere to trading rules established in the prospectuses. Besides normal contribution activity, generally one purchase and one redemption in an investment option during a 90-day period is considered reasonable transfer activity.

Trading activity will be monitored. If excessive transfer activity is identified, we may suspend the participant's ability to execute transfers through the Personal Savings Center Web site and INFOLINE telephone system. Any transfers will have to be requested using paper forms and will be executed according to trading guidelines. This may lead to delays in the execution of requested transactions.

Fee Disclosure
Accurate Electric Employee Stock Ownership Plan
As of November 2, 2016

About This Information

Retirement plan sponsors are required by the Department of Labor to disclose the fees related to your plan. This document provides the required information.

Section One contains information covering your participation in the plan and plan-level fees that may be charged to your account. Section Two contains comparative fee and performance information for each investment option provided in your plan. If you have any questions about this information, you can either call 800.858.5420 to speak to a customer representative or talk to your plan administrator.

Section One - Participation and Plan-Level Fees

General Plan Information

Investment Instructions: To direct or make changes to how your account will be invested among the plan's designated investment options, you must complete and submit an Investing Form. If your plan offers the service, you can enroll or make changes to your directives online at www.standard.com/retirement. You may direct the investment of all funds held in your plan account.

Limitations on Instructions: You may give investment instructions on any day the New York Stock Exchange is open for business. Certain restrictions on trading may apply depending on the investment option. Many investment options, such as mutual funds, impose restrictions on frequent trading. The plan is not intended to facilitate frequent trades among investment options or provide "day trading" opportunities. Short-term trading adversely affects the plan's operations and increases the expenses of both the plan and the investment options. The Standard's agreements with our mutual fund alliance partners require us to adhere to trading rules mutually-agreed upon by Standard and the fund company. Section Two below provides more information on these restrictions.

The Standard's Frequent Trading Restriction Procedures: In reviewing for frequent trading, Standard performs a weekly review of participant-directed transactions in order to identify participants who have more than one round-trip during a 90-day period (a "frequent trader"). If a participant has been identified as a frequent trader, a warning letter is sent to the participant. If frequent trading activity continues, the participant's ability to trade via the participant website and the interactive voice response system will be suspended for 90 days. During this period, the participant will be required to submit written requests to trade. Each request will be evaluated, and executed only if it complies with frequent trading rules. After 90 days, the participant's privileges are reinstated. If the participant has a subsequent violation, their trading privileges will be suspended indefinitely and they will be required to submit written requests to trade.

Certain mutual fund companies require us to follow different parameters. For specific details please call your customer representative at 800.858.5420 or your plan administrator.

Voting and Other Rights: Standard Insurance Company, as issuer of the group annuity contract that holds plan assets, exercises any voting or other rights associated with the investments held in your plan account.

Designated Investment Options: The plan provides designated investment options into which you can direct the investment of your account. The chart shown in Section Two of this notice lists the options and provides various information about them.

Designated Investment Manager: StanCorp Investment Advisers, Inc. is a designated investment manager with respect to assets held on the Standard's recordkeeping platform.

Plan Administrative and Individual Expenses

There are certain fees and expenses associated with your plan, such as recordkeeping, compliance, consulting and accounting. Unless the plan sponsor, which is typically your employer, elects to pay some or all of those expenses, they will be paid from the plan assets, which will affect your account balance. The cost for these services fluctuates each year based on a variety of factors. Generally, most of The Standard's fees are reflected in the total annual operating expenses of each investment option and are shown below with each investment option in Section Two. The fees shown in the Plan Administrative Fees Table are fees that are not part of the total annual operating expenses.

Other services may be provided periodically to the plan as necessary for consulting, compliance and custodial services. To the extent these expenses are not charged against forfeitures or paid by the employer, or reimbursed by a third party, the plan may charge these expenses against participant accounts.

Annual Plan Administrative Fees

Fee Name	Fee Amount
Plan Administrative Fees (including applicable recordkeeping, accounting, compliance and consulting services. The fees reflect an annual amount deduction proportionally on a quarterly basis)	0.50% assessed on total plan assets, allocated pro rata among participant accounts

Individual Fees

The plan may also impose specific charges against individual participant accounts for certain transactions. These charges may arise based on your use of a feature available under the plan (such as taking a distribution or for processing a qualified domestic relations order in case of a divorce).

Additionally, buying or selling some investments may result in charges to your individual account, such as redemption fees. The Section Two charts below provide information on these investment charges.

Fee Name	Fee Amount
Qualified Domestic Relations Order	\$200.00 minimum
Overnight Delivery	\$30.00 per event
Paper Distribution	\$50.00 per event
Paper Distributions upon Death/ Disability/ Retirement	\$50.00 per event
Paperless Distribution	\$50.00 per event
Paperless Distributions upon Death/ Disability/ Retirement	\$50.00 per event

Section Two - Comparative Fee and Performance Information

This section illustrates the performance of investment options and shows how these options have performed over time. Including all funds in comparative tables allows you to compare them with appropriate benchmarks for the same time periods. If you would like additional information about the investment options, you can go to the website below. You may also call a customer service representative at 800.858.5420 for a free paper copy of the information available on the website.

The tables below show, for the Variable Return Investments, the Total Annual Operating Expenses of each option and The Standard's fees that are reflected in the investment's Total Annual Operating Expenses. Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option. Where applicable, amounts shown in the column for The Standard's Asset Based fee include a credit for payments that fund companies pay to The Standard. For Fixed Return Investments, the tables focus on the performance of the investment option. The tables also show shareholder-type fees, which are in addition to the Total Annual Operating Expenses. You may not be charged some of these shareholder-type fees, depending on the fund companies' policies with respect to qualified plans, and your individual circumstances. In addition, mutual fund companies may make revenue sharing payments, in the form of asset based fees, which are collected for the benefit of your plan. These revenue sharing payments may be applied to reduce the fees and expenses associated with your plan (whether the plan sponsor is billed for the services, or the amount is deducted from plan assets) and/or plan pricing, which includes The Standard's fees. Any revenue sharing payments may also be allocated among participants. The amount of revenue sharing payments differs among the mutual funds. Information about an option's principal risks and revenue sharing as well as other important information is available in Personal Savings Center by visiting www.standard.com/retirement and selecting performance from the top menu bar.

To help achieve long-term retirement security, you should give careful consideration to the benefits of a well-balanced and diversified investment portfolio. Spreading your assets among different types of investments can help you achieve a favorable rate of return while minimizing your overall risk of losing money.

Variable Return Investments

This Variable Return Investment Table focuses on the performance and costs of investment options that do not have a fixed or stated rate of return. The table below shows how these options have performed over time and allows you to compare them with an appropriate benchmark for the same time periods. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information about the principal risks of each option is available on the website.

VARIABLE RETURN INVESTMENTS											
Name/ Type of Option	Average Annualized Total Return provided as of 09/30/16			Benchmark			Mutual Fund Expenses	The Standard's Asset Based Fee ¹	Total Operating Expenses	*Shareholder Type Fees	
	1yr.	5yr.	10yr.	1yr.	5yr.	10yr.					Since Inception
Cash Equivalent											
Galliard Ret Income 35/Cash Equivalent	1.54%	1.84%	—	1.08%	0.44%	2.51%	2.43%	0.65%	0.86%	1.51%	\$15.10
Bond											
Dodge & Cox Income/Intermediate Bond	7.09%	4.31%	5.36%	5.19%	3.08%	4.79%	6.60%	0.43%	0.78%	1.21%	\$12.10
BarCap US Agg Bond TR USD											

VARIABLE RETURN INVESTMENTS

Name/ Type of Option	Average Annualized Total Return provided as of 09/30/16				Benchmark			Mutual Fund Expenses	The Standard's Asset Based Fee ¹	Total Operating Expenses	*Shareholder Type Fees		
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.					Since Inception	As a %
Bond													
Templeton Global Bond Adv/World Bond	0.68%	2.99%	6.50%	6.84%	12.61%	0.24%	3.94%	4.29%	0.64%	0.71%	1.35%	\$13.50	
Prudential High Yield Z/High Yield Bonds	11.62%	8.14%	7.52%	6.59%	12.82%	8.24%	7.59%	7.11%	0.58%	0.61%	1.19%	\$11.90	
					Citi WGBI NonUSD USD ML US HY Master II TR USD								
Large Cap													
Vanguard Value Index Adm/Large Cap Value	16.30%	16.02%	6.02%	5.66%	16.20%	16.15%	5.85%	6.43%	0.08%	0.86%	0.94%	\$9.40	
Vanguard 500 Index Admiral /Large Cap Blend	15.39%	16.34%	7.23%	5.05%	14.93%	16.41%	7.40%	5.30%	0.05%	0.86%	0.91%	\$9.10	
Vanguard Morgan Grwth Adm/Large Cap Growth	10.60%	15.88%	7.79%	6.10%	13.76%	16.60%	8.85%	5.49%	0.27%	0.86%	1.13%	\$11.30	
					Russell 1000 Value TR Russell 1000 TR Russell 1000 Growth TR								
Small/Mid Cap													
Vanguard MidCap Val Idx Adm/Mid Cap Value	14.73%	17.58%	8.14%	16.58%	17.26%	17.38%	7.89%	16.38%	0.08%	0.86%	0.94%	\$9.40	
Vanguard Mid Cap Idx Adm/Mid Cap Blend	12.64%	16.52%	8.20%	9.70%	14.25%	16.67%	8.32%	9.89%	0.08%	0.86%	0.94%	\$9.40	
Victory Munder MC Core Gr Y/Mid Cap Growth	6.12%	13.63%	7.48%	9.93%	11.24%	15.85%	8.51%	7.16%	1.07%	0.61%	1.68%	\$16.80	
Vanguard Sm Cap Val Idx Adm/Small Cap	16.58%	17.46%	7.57%	16.34%	18.81%	15.45%	5.78%	14.38%	0.08%	0.86%	0.94%	\$9.40	
Vanguard Sm Cap Idx Adm/Small Cap	14.97%	16.70%	8.42%	8.74%	15.47%	15.82%	7.07%	7.71%	0.08%	0.86%	0.94%	\$9.40	
Vanguard Sm Cap Gr Idx Adm/Small Cap	13.04%	15.64%	8.90%	14.19%	12.12%	16.15%	8.29%	14.67%	0.08%	0.86%	0.94%	\$9.40	
					Russell 2000 Value TR Russell 2000 TR Russell 2000 Growth TR								

VARIABLE RETURN INVESTMENTS

Name/ Type of Option	Average Annualized Total Return provided as of 09/30/16			Benchmark			Mutual Fund Expenses	The Standard's Asset Based Fee ¹	Total Operating Expenses	*Shareholder Type Fees		
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.					10yr.	Since Inception
International Stock												
Dodge & Cox Intl Stock/Foreign	5.62%	8.17%	2.88%	7.02%	9.26%	6.04%	2.16%	4.74%	0.64%	0.76%	1.40%	\$14.00
Vanguard EmergMktStkIdx Adm/Diversified Emerging Mkts	15.84%	3.44%	3.91%	4.85%	16.78%	3.03%	3.95%	5.00%	0.15%	0.86%	1.01%	\$10.10
					MSCI AC World Ex USA NR USD							
					MSCI EM NR USD							
Other												
Vanguard Wellington Adm/Balanced	12.03%	11.60%	7.23%	7.32%	10.69%	8.57%	5.75%	6.21%	0.18%	0.86%	1.04%	\$10.40
					Morningstar Moderate Target Risk							
Vanguard REIT Index Adm/Sector	19.70%	15.69%	6.47%	11.53%	19.60%	15.78%	6.15%	11.46%	0.12%	0.86%	0.98%	\$9.80
					S&P United States REIT TR USD							

*This table shows the fees elected by the fund. You may not be charged this full amount depending on individual circumstances.

The Standards Asset Fee includes fees for consulting and an annual recordkeeping fee of .25%. Any concessions, such as revenue sharing payments from mutual funds, will be deducted from the recordkeeping fee.

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In providing this information, The Standard makes no representation as to the completeness and accuracy of the current disclosure materials of the issuer of designated investment options or information replicated from such materials.

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website for an example showing the long-term cumulative effect of fees and expenses at http://www.dol.gov/ebsa/publications/401k_employee.html. Fees and expenses are only one of many factors you should consider when making your investment decision. Consideration should also be given to whether investment decisions, combined with your other investments held outside the plan, will help you achieve your financial goals.

If you need additional information about your investment options, you may call a customer service representative at 800.858.5420. You may also find information by logging into Personal Savings Center from www.standard.com/retirement.

As noted above, your Administrative fees vary based on the total amount of assets in the Plan. Following are the table(s) of applicable asset-based rates:

Plan Administration

Tiered Rate (In Millions):

From \$0.00 and greater 0.61%

Please visit Personal Savings Center at www.standard.com/retirement for a glossary of investment terms relevant to the investment options under this plan.

This glossary is intended to help you better understand your options.