

Summary of Material Modifications
Accurate Electric Employee Stock Ownership Plan
Restatement No. 2

Accurate Electric Construction, Inc.
6901 Americana Parkway
Reynoldsburg, OH 43068
Tax ID No. 31-1074579

Original Effective Date: January 1, 2008
Restatement No. 1 Effective Date: January 1, 2010
Restatement No. 2 Effective Date: January 1, 2014
Plan Year: 12 consecutive months ending December 31st

This is a Summary of Material Modifications (“SMM”) regarding the Accurate Electric Employee Stock Ownership Plan and Trust (the “Plan”). This SMM supplements and amends the Summary Plan Description previously provided to you. The effective date of the changes in this SMM is January 1, 2017.

Description of Modifications:

Section 11 of the Summary Plan Description is replaced with the following:

11. How Are Distributions Made from the ESOP Portion of the Plan?

If your vested accrued benefit held in the ESOP portion of the Plan does not exceed \$5,000, then any distribution to you will be made in a lump sum cash payment. If your vested accrued benefit held in the ESOP portion of the Plan exceeds \$5,000, then any distribution to you will be made in substantially equal annual installments over a period not greater than five (5) years, as determined by the Plan Administrator. Instead of electing a cash distribution, you or your beneficiary may elect a rollover distribution to an IRA, including a Roth IRA, subject to certain restrictions.

If you terminate service with the Company and the value of your accounts (including your account in the 401(k) component) is \$1,000 or less, the Plan Administrator may distribute the entire vested amount to you in cash even if you do not consent to a distribution. If your account values are over \$1,000, but not more than \$5,000, the Plan Administrator will distribute your account in a Direct Rollover to an individual retirement account set up in your name. If your account values exceed \$5,000, you may elect to defer your distribution until Normal Retirement Age.

You do not have the right to elect a distribution from the Plan in the form of Company Stock because the Company has elected to be taxed under Subchapter S of the Code. However, the Plan Administrator may authorize a Stock distribution upon your written request. If requested and approved, the Stock may be immediately purchased by the Company or the ESOP and, if not, you have the right to “put” or sell the Stock distributed to you back to the Company at current Fair Market Value within 60 days after the Company Stock is distributed or again within the first

60 days after the end of the Plan Year following the expiration of the first 60 day period. You may not, however, sell Company Stock to anyone else without providing the Company an opportunity to purchase the Stock from you at the greater of the Fair Market Value of the Stock and a bona fide third party offer. If the Fair Market Value of the Company Stock distributed to you exceeds \$5,000, the Company may purchase that Stock with five annual installments so long as the Company provides adequate security to ensure payment.

If you die prior to the distribution commencement date, your surviving spouse, if any, or your designated beneficiary can make the distribution elections cited above.