VALUE OF TRI-CITY STOCK

Private

not on public market

Annual

stock value

Account worth

based on that value

WHAT TO EXPECT

January - April

Stock value is determined

May - June

Accounts updated (contributions, stock value & vesting)

June

Statements provided

Plan year: January 1 - December 31

WHY ARE WE DOING THIS?

To keep Tri-City growing with the same culture of respect for co-workers, clients and community on which it was founded and realized so much success.



THE STORY of MORE

OUR BUSINESS PHILOSOPHY:

To do MURE than is expected for client, project and community

We've always believed in doing more.
Thanks to YOU, the Tri-City team, we always have.



You've helped us serve Florida's most high-profile organizations.



You've helped complete projects that will stand as landmarks for generations.

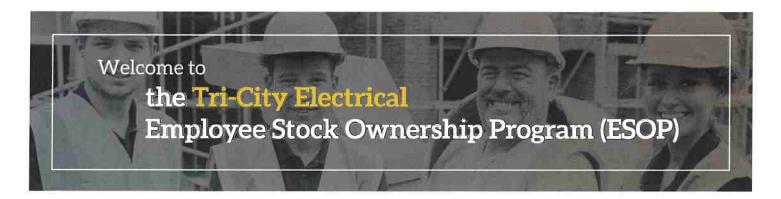


You've helped us support those who need it most.

THIS SPRING,

Tri-City Electrical will welcome a few new owners:





What is an ESOP?



ESOPs empower teams to share in the benefits of company ownership.



With an ESOP, every team member has the power to think, act and achieve as an owner.



The more you give, the more you gain.

More committed to exceeding expectations today.

More invested in building a stronger tomorrow.

Who's on board?



This exciting opportunity is for ALL team members who are least 18 years old and have 1,000 hours of service in 12 consecutive months.



When these requirements are met, team members will automatically enter ESOP the next Jan 1 or July 1.

Ownership is a shared commitment to success.

your pay ÷ all participants pay = your % of # shares available

your % x # of shares available = # of shares you get

PAY = while in the plan

Commitment and investment grow hand in hand.

Years of Service	Vested %
<2	0%
2	20%
3	40%
4	60%
5	80%
6	100%

Year of Service:

each year you have 1,000 hours (after age 18)

Special Circumstances:

when you reach retirement age (65+5 years), die or become disabled

Service Prior to 2017

Your commitment matters.
Then, and now.

3 years of service = 1 year vested credit Year of service = 1,000 hours

Year of Employment	Years of Service	Years of Vesting Credit
1998	18	6
2001	-15	5
2004	12	4
2007	9	3
2010	6	2
2014	3	1