

**AMENDMENT NUMBER 2 TO
ESLER COMPANIES 401(k) PLAN**

**SUMMARY PLAN DESCRIPTION
MATERIAL MODIFICATIONS**

**I
INTRODUCTION**

This is a Summary of Material Modifications regarding the Esler Companies 401(k) Plan ("Plan"). Unless stated otherwise, the modifications described in this summary are effective as of January 25, 2022. The actual effective date may vary, based on the execution date of any applicable trustee acceptance or resignation notices. This is merely a summary of the most important changes to the Plan and information contained in the Summary Plan Description ("SPD") previously provided to you. It supplements and amends that SPD so you should retain a copy of this document with your copy of the SPD. If you have any questions, contact the Administrator. If there is any discrepancy between the terms of the Plan, as modified, and this Summary of Material Modifications, the provisions of the Plan will control.

**II
SUMMARY OF CHANGES**

1. Plan Trustee Information and Plan Funding Medium

All money that is contributed to the Plan is held in a Trust Fund. The Trustee is responsible for the safekeeping of the Trust Fund and must hold and invest Plan assets in a prudent manner and in the best interest of you and your beneficiaries. The Trust Fund is the funding medium used for the accumulation of assets from which benefits will be distributed. While all the Plan assets are held in a Trust Fund, the Administrator separately accounts for each Participant's interest in the Plan.

There has been a change to the Plan's Trustee. The name of the Plan's Trustee is:
Great-West Trust Company, LLC

2. Plan Trustee Information

The contact information for the Plan's trustee is:

8525 East Orchard Road
Greenwood Village, Colorado 80111
Telephone: (800) 532-2033