

VALUE OF TRI-CITY STOCK



THE STORY of **MORE**

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

OUR BUSINESS PHILOSOPHY:

“ To do **MORE** 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.

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**.



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:

YOU.



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.

$$\text{your pay} \div \text{all participants pay} = \text{your \% of \# shares available}$$

$$\text{your \%} \times \text{\# of shares available} = \text{\# of shares you get}$$

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