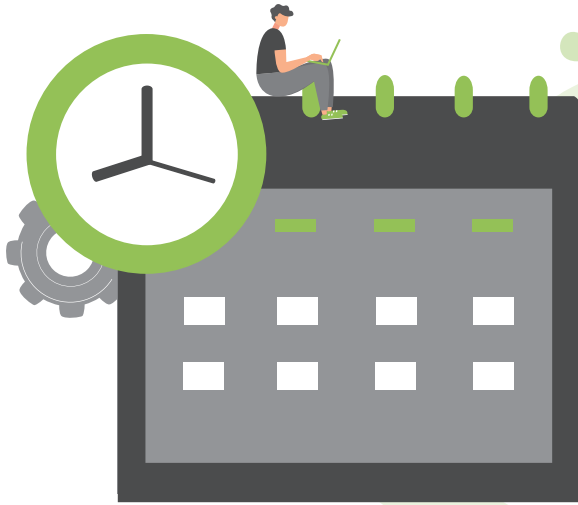


Pinnacle Solutions has been proudly employee-owned since 2016.

Everyone at Pinnacle Solutions (with the exception of CBA employees) has the opportunity to be an owner. **You automatically become an owner. No action is required on your end.** Talk to Talent Management if you have questions about when you will become an owner.



**Each year, every owner receives shares of company stock.**

Shares are paid for with Pinnacle Solutions profits. **There is no cost to you whatsoever.** Your shares are held in your “Employee Stock Ownership Plan” or “ESOP” Account.

**Ownership benefits you financially.**

Each year you receive additional shares. As our company grows and performs better, your shares can increase in value. You can see the value of your shares on your Annual Statement. **You will get a new statement every year, usually in May.**



**Ownership closes the loop between the company’s success and your financial success.**

The better our company performs, the more your shares are worth. Employee ownership is a team game. **Everyone at Pinnacle Solutions needs to understand their role as employee and as owner for us to be successful.**

**To reward long-term commitment among our owners, your shares are subject to vesting.**

“Vested” shares are yours and cannot be taken back, even if you leave the company. **Over time more of your shares become vested until you are 100% vested after five years.**



**There are two ways that you get paid as an owner.**

After you retire, Pinnacle Solutions will buy back your vested shares. If the company is sold, the purchaser will buy your shares from you.