

**AMENDMENT TO THE
KIER CONSTRUCTION 401(K) PLAN
SUMMARY PLAN DESCRIPTION
MATERIAL MODIFICATIONS**

**I
INTRODUCTION**

This is a Summary of Material Modifications regarding the Kier Construction 401(k) Plan ("Plan"). Unless stated otherwise, the modifications described in this summary are effective as of April 1, 2018. 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**

Can I withdraw money from my account while working?

In-service distributions. You may be entitled to receive an in-service distribution. However, this distribution is not in addition to your other benefits and will therefore reduce the value of the benefits you will receive at retirement. This distribution is made at your election subject to possible administrative limitations on the frequency and actual timing of such distributions. You may withdraw amounts from accounts for rollover contributions at any time.

Conditions and Limitations. Generally you may receive a distribution from certain accounts prior to termination of employment provided you satisfy any of the following conditions:

- you have attained age 59 1/2. Satisfying this condition allows you to receive distributions from elective deferrals.
- you have attained age 65. Satisfying this condition allows you to receive distributions from matching contributions and nonelective contributions.
- you have incurred a financial hardship as described in the SPD.
- you incur a disability (as defined in the Plan). Satisfying this condition allows you to receive distributions from all contribution accounts.
- Although you may receive an in-service distribution from accounts which are not 100% vested, the amount of the distribution may not exceed the vested amount in the distributing account.

Kier Construction 401(k) Plan Qualified Default Investment Alternative (QDIA) Notice

For the plan year ending 12/31/2019

Date: 10/26/2018

Right to Direct the Investment of Your Account

As a participant in the Kier Construction 401(k) Plan, you have the right to choose how your account assets are invested in any of the plan's investment choices. Investment Profiles are available under the Performance tab on The Standard's website for all the investment alternatives, including the plan's default investment or the QDIA. The profiles offer additional information including objectives, risks, trading restrictions, charges and expenses.

You can access your account on Personal Savings Center. Visit www.standard.com/retirement.

Description of Circumstances Under Which QDIA is Applicable

Your account will be allocated to the QDIA when you do not make an investment election. This might occur under the following circumstances:

- You elect to make salary deferrals to your account without making an investment election.
- You are automatically enrolled in the plan to make salary deferral contributions to your account and you do not make an investment election. In the absence of an affirmative election, a percentage of your compensation will be contributed to your elective deferral account as described in the automatic contribution notice sent with this QDIA Notice. You have the right to elect not to participate or make salary deferral contributions at a rate different than the default rate. For more information, please reference the automatic contribution notice, your plan's Summary Plan Description or contact the plan administrator.
- Your Employer makes an employer contribution or allocates forfeiture contributions to your account and you have not made an investment election.
- You complete an investment allocation for a portion, but not all, of your account.

Right to Alternative Investment

If the plan invests your account in the QDIA, you have the continuing right to direct the investment of your account to one or more of the plan's other investment choices. You may change your investments at any time, without penalty.

As with any fund invested in equities or bonds, you or your beneficiary may lose money by remaining invested in the QDIA, including losses near and following retirement. There is no guarantee the QDIA investment will provide adequate retirement income.

Description of the Qualified Default Investment Alternative

If you do **not** make an investment election, contributions will default to a target date fund based on your date of birth and the plan's normal retirement age. A target date fund is comprised of a mix of investments and is managed based on an assumed retirement year.

Investment	Participant Birth Year
T.Rowe Price Retire I 2010 I	1900-1947
T.Rowe Price Retire I 2015 I	1948-1952
T.Rowe Price Retire I 2020 I	1953-1957
T.Rowe Price Retire I 2025 I	1958-1962
T.Rowe Price Retire I 2030 I	1963-1967
T.Rowe Price Retire I 2035 I	1968-1972
T.Rowe Price Retire I 2040 I	1973-1977
T.Rowe Price Retire I 2045 I	1978-1982
T.Rowe Price Retire I 2050 I	1983-1987
T.Rowe Price Retire I 2055 I	1988-1992
T.Rowe Price Retire I 2060 I	1993-2090

If we do not have a valid date of birth for you, contributions will default as follows:

Investment	Default Directive Percent
Invesco Equity & Income Y	100%

For Additional Information

The QDIA is more fully described on the attached fee disclosure and/or investment fund fact sheets.

You can obtain additional information regarding the plan's investment choices or how your plan works by contacting your plan's administrator:

Margo Culwell
3710 Quincy Ave
Ogden, UT 84403
801.627.1414
margo@kier.org

Help from The Standard with Your Account

If you have questions or need help with your account, please reach out to one of our customer service representatives at **800.858.5420** or **savings@standard.com**.

Visit us at www.standard.com/retirement

Kier Construction 401(k) Plan Eligible Automatic Contribution Arrangement (EACA) Notice

For the plan year ending 12/31/2019

Date: 10/26/2018

Learning About Your Plan's Eligible Automatic Contributions

Kier Construction 401(k) Plan has an automatic contribution arrangement. To make it easier for employees to save for retirement, we automatically deduct a percentage of your paycheck on a pre-tax basis, which is contributed to your retirement plan. You may elect to change or discontinue automatic contributions by following the instructions below. Note that the contributions you make to the plan are always 100 percent vested.

Reviewing the Automatic Deferral Percentage

The following participants will automatically be enrolled in the plan with contributions of 4 percent of compensation:

- Newly Eligible Participants
- Existing participants who are not contributing to the plan and have not made an election

If you previously made an election by completing a salary reduction agreement, no action is required. The automatic deferral percentage referenced above will not apply to you.

Contributing a Different Percentage or Not at All

You have the right to contribute a different percentage or you may choose not to contribute at all. If you choose to defer at a rate different than the automatic deferral percentage, you may do so within a reasonable time after receiving this notice and before the first automatic deferral to which this notice applies. To make your election, you must complete and return a salary reduction agreement to us. Your election will become effective as soon as administratively feasible. Your election will remain in effect until you change it.

Withdrawing Automatic Deferrals

For a limited time you may elect to withdraw deferrals that were previously made on an automatic basis, along with any allocable earnings related to those deferrals. Please request the appropriate election form from your plan administrator. You must make this election no later than 90 days after the first automatic deferral is taken from your compensation. If you elect to withdraw all of your prior automatic deferrals, you will pay income tax on the distributed amount, but you will not be subject to the 10 percent premature distribution penalty tax even if you receive the distribution prior to age 59½. Further, if you elect to withdraw your automatic deferrals, you will forfeit any matching contributions, including earnings, related to those deferrals.

Directing the Investment of Your Account

You have the right to direct the investment of your plan account assets. You may invest your account in any of the plan's investment choices. You may change your investments at any time. The Investment Profiles are available under the Performance tab on The Standard's website and offer additional information, including objectives, risks, trading restrictions, charges and expenses.

Default investment If you do **not** make an investment election or if you direct less than 100 percent of your contributions, your account will be invested in the plan's Qualified Default Investment Alternative (QDIA). You can find additional information on this investment on the enclosed QDIA notice.

Understanding Your Plan

The Summary Plan Description provides additional information about the plan. If you have questions about how your plan works, contact your plan's administrator:

Margo Culwell
3710 Quincy Ave
Ogden, UT 84403
801.627.1414
margo@kier.org

Help from The Standard with Your Account

If you have questions or need help with your account, please reach out to one of our customer service representatives at **800.858.5420** or **savings@standard.com**.

Visit us at www.standard.com/retirement

Fee Disclosure
Kier Construction 401(k) Plan
As of October 13, 2018

About This Information

Retirement plan sponsors are required by the Department of Labor to disclose the fees related to your plan. This document provides the required information.

Section One contains information covering your participation in the plan and plan-level fees that may be charged to your account. Section Two contains comparative fee and performance information for each investment option provided in your plan. If you have any questions about this information, you can either call 800.858.5420 to speak to a customer representative or talk to your plan administrator.

Section One - Participation and Plan-Level Fees

General Plan Information

Investment Instructions: To direct or make changes to how your account will be invested among the plan's designated investment options. If your plan offers the service, you can enroll or make changes to your directives online at www.standard.com/retirement. You may direct the investment of all funds held in your plan account.

Limitations on Instructions: You may give investment instructions on any day the New York Stock Exchange is open for business. Certain restrictions on trading may apply depending on the investment option. Many investment options, such as mutual funds, impose restrictions on frequent trading. The plan is not intended to facilitate frequent trades among investment options or provide "day trading" opportunities. Short-term trading adversely affects the plan's operations and increases the expenses of both the plan and the investment options. The Standard's agreements with our mutual fund alliance partners require us to adhere to trading rules mutually-agreed upon by Standard and the fund company. Section Two below provides more information on these restrictions.

The Standard's Frequent Trading Restriction Procedures: In reviewing for frequent trading, Standard performs a weekly review of participant-directed transactions in order to identify participants who have more than one round-trip during a 90-day period (a "frequent trader"). If a participant has been identified as a frequent trader, a warning letter is sent to the participant. If frequent trading activity continues, the participant's ability to trade via the participant website and the interactive voice response system will be suspended for 90 days. During this period, the participant will be required to submit written requests to trade. Each request will be evaluated, and executed only if it complies with frequent trading rules. After 90 days, the participant's privileges are reinstated. If the participant has a subsequent violation, their trading privileges will be suspended indefinitely and they will be required to submit written requests to trade.

Certain mutual fund companies require us to follow different parameters. For specific details please call your customer representative at 800.858.5420 or your plan administrator.

Voting and Other Rights: Standard Insurance Company, as issuer of the group annuity contract that holds plan assets, exercises any voting or other rights associated with the investments held in your plan account.

Designated Investment Options: The plan provides designated investment options into which you can direct the investment of your account. The chart shown in Section Two of this notice lists the options and provides various information about them.

Designated Investment Manager: StanCorp Investment Advisers, Inc. is a designated investment manager with respect to assets held on the Standard's recordkeeping platform.

Plan Administrative and Individual Expenses

There are certain fees and expenses associated with your plan, such as recordkeeping, compliance, consulting and accounting. Unless the plan sponsor, which is typically your employer, elects to pay some or all of those expenses, they will be paid from the plan assets, which will affect your account balance. The cost for these services fluctuates each year based on a variety of factors. Generally, most of The Standard's fees are reflected in the total annual operating expenses of each investment option and are shown below with each investment option in Section Two. The fees shown in the Plan Administrative Fees Table are fees that are not part of the total annual operating expenses.

Other services may be provided periodically to the plan as necessary for consulting, compliance and custodial services. To the extent these expenses are not charged against forfeitures or paid by the employer, or reimbursed by a third party, the plan may charge these expenses against participant accounts.

Annual Plan Administrative Fees

Fee Name	Fee Amount
Plan Administrative Fees (including applicable recordkeeping, accounting, compliance and consulting services. The fees reflect an annual amount deduction proportionally on a quarterly basis)	0.25% assessed on total plan assets, allocated pro rata among participant accounts

Individual Fees

The plan may also impose specific charges against individual participant accounts for certain transactions. These charges may arise based on your use of a feature available under the plan (such as taking a distribution or for processing a qualified domestic relations order in case of a divorce).

Additionally, buying or selling some investments may result in charges to your individual account, such as redemption fees. The Section Two charts below provide information on these investment charges.

Fee Name	Fee Amount
Qualified Domestic Relations Order	\$200.00 minimum
Overnight Delivery	\$30.00 per event
Paper Distribution	\$75.00 per event
Paper Distributions upon Death/ Disability/ Retirement	\$75.00 per event
Paper Loan	\$125.00 per event
Paperless Distribution	\$50.00 per event
Paperless Distributions upon Death/ Disability/ Retirement	\$50.00 per event
Paperless Loan	\$100.00 per event

Section Two—Comparative Fee and Performance Information

This section illustrates the performance of investment options and shows how these options have performed over time. Including all funds in comparative tables allows you to compare them with appropriate benchmarks for the same time periods. If you would like additional information about the investment options, you can go to the website below. You may also call a customer service representative at 800.858.5420 for a free paper copy of the information available on the website.

The tables below show, for the Variable Return Investments, the Total Annual Operating Expenses of each option and The Standard's fees that are reflected in the investment's Total Annual Operating Expenses. Total Annual Operating Expenses are expenses that reduce the rate of return of the investment option. Where applicable, amounts shown in the column for The Standard's Asset Based fee include a credit for payments that fund companies pay to The Standard. For Fixed Return Investments, the tables focus on the performance of the investment option. The tables also show shareholder-type fees, which are in addition to the Total Annual Operating Expenses. You may not be charged some of these shareholder-type fees, depending on the fund companies' policies with respect to qualified plans and your individual circumstances. In addition, mutual fund companies may make revenue-sharing payments in the form of asset based fees, which are collected for the benefit of your plan. These revenue-sharing payments may be applied to reduce the fees and expenses associated with your plan (whether the plan sponsor is billed for the services, or the amount is deducted from plan assets) and/or plan pricing, which includes The Standard's fees. Any revenue-sharing payments may also be allocated among participants. The amount of revenue-sharing payments differs among the mutual funds. Information about an option's principal risks and revenue-sharing as well as other important information is available in Personal Savings Center by visiting www.standard.com/retirement and selecting performance from the top menu bar.

To help achieve long-term retirement security, you should give careful consideration to the benefits of a well-balanced and diversified investment portfolio. Spreading your assets among different types of investments can help you achieve a favorable rate of return while minimizing your overall risk of losing money.

Variable Return Investments

This Variable Return Investment Table focuses on the performance and costs of investment options that do not have a fixed or stated rate of return. The table below shows how these options have performed over time and allows you to compare them with an appropriate benchmark for the same time periods. Past performance does not guarantee how the investment option will perform in the future. Your investment in these options could lose money. Information about the principal risks of each option is available on the website.

Name/ Type of Option	Average Annualized Total Return provided as of 09/30/18				Benchmark			Mutual Fund Expenses	The Standard's Asset Based Fee ¹	Total Operating Expenses	*Shareholder Type Fees	
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.					Since Inception
Bond												
BlackRock Total Return Instl/Intermediate Bond	-1.55%	2.95%	5.01%	3.98%	-1.22%	2.16%	3.77%	3.78%	0.68%	0.55%	1.23 %	\$12.30
					BarCap US Agg Bond TR USD							
Large Cap												
Vanguard Windsor II Adm/Large Cap Value	12.48%	10.71%	10.16%	7.12%	9.45%	10.72%	9.79%	7.06%	0.26%	0.70%	0.96 %	\$9.60
					Russell 1000 Value TR							

VARIABLE RETURN INVESTMENTS												
Name/ Type of Option	Average Annualized Total Return provided as of 09/30/18				Benchmark			Mutual Fund Expenses	The Standard' s Asset Based Fee ¹	Total Operating Expenses	*Shareholder Type Fees	
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.					Since Inception
Large Cap												
Vanguard 500 Index Admiral /Large Cap Blend	17.87%	13.91%	11.95%	6.45%	17.76%	13.67%	12.09%	6.67%	0.04%	0.70%	0.74 %	\$7.40
MFS Growth R6/Large Cap Growth	29.09%	16.13%	14.00%	17.86%	26.30%	16.58%	14.31%	17.74%	0.60%	0.70%	1.30 %	\$13.00
					Russell 1000 Growth TR							
Small/Mid Cap												
Wells Fargo Spec MdCpVal Ins/Mid Cap Value	4.84%	10.34%	11.80%	9.54%	8.81%	10.72%	11.29%	9.17%	0.85%	0.55%	1.40 %	\$14.00
JPMorgan Mid Cap Value L/Mid Cap Blend	8.49%	10.53%	11.73%	12.59%	13.98%	11.65%	12.31%	9.78%	0.75%	0.60%	1.35 %	\$13.50
Columbia Mid Cap Idx Instl 2/Mid Cap Blend	13.93%	11.67%	12.28%	14.82%	13.98%	11.65%	12.31%	14.96%	0.20%	0.60%	0.80 %	\$8.00
Janus Henderson Enterprise N/Mid Cap Growth	21.18%	15.44%	13.92%	17.76%	21.10%	13.00%	13.46%	16.11%	0.67%	0.70%	1.37 %	\$13.70
Northern Small Cap Value/Small Cap	6.36%	9.94%	9.96%	10.19%	9.33%	9.91%	9.52%	10.38%	1.00%	0.40%	1.40 %	\$14.00
Vanguard Sm Cap Idx Adm/Small Cap	16.70%	11.48%	12.36%	9.64%	15.24%	11.07%	11.11%	8.81%	0.05%	0.70%	0.75 %	\$7.50
Wells Fargo Sm Co Growth I/Small Cap	27.98%	12.24%	14.56%	12.99%	21.06%	12.14%	12.65%	11.71%	0.95%	0.55%	1.50 %	\$15.00
					Russell 2000 Growth TR							
International Stock												
Oppenheimer Global I/World Large Stock	10.51%	10.30%	10.38%	12.69%	10.16%	8.79%	8.01%	10.07%	0.70%	0.70%	1.40 %	\$14.00
Dodge & Cox Intl Stock/Foreign	-5.26%	3.74%	5.90%	7.30%	1.76%	4.12%	5.18%	5.37%	0.63%	0.60%	1.23 %	\$12.30
					MSCI AC World Ex USA NR USD							

VARIABLE RETURN INVESTMENTS

Name/ Type of Option	Average Annualized Total Return provided as of 09/30/18				Benchmark			Mutual Fund Expenses	The Standard' s Asset Based Fee ¹	Total Operating Expenses		*Shareholder Type Fees
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.			Since Inception	As a %	
Other												
Invesco Equity & Income Y/Balanced	5.59%	8.33%	9.10%	7.25%	6.02%	6.51%	7.41%	6.48%	0.55%	0.45%	1.00 %	\$10.00
T.Rowe Price Retire I 2010 I/Target Date	4.26%	—	—	7.90%	4.61%	4.98%	6.41%	6.77%	0.42%	0.70%	1.12 %	\$11.20
T.Rowe Price Retire I 2015 I/Target Date	4.91%	—	—	8.89%	4.96%	5.45%	6.83%	7.43%	0.45%	0.70%	1.15 %	\$11.50
T.Rowe Price Retire I 2020 I/Target Date	5.97%	—	—	10.21%	5.50%	6.03%	7.29%	8.28%	0.49%	0.70%	1.19 %	\$11.90
T.Rowe Price Retire I 2025 I/Target Date	6.69%	—	—	11.24%	6.34%	6.76%	7.82%	9.46%	0.52%	0.70%	1.22 %	\$12.20
T.Rowe Price Retire I 2030 I/Target Date	7.45%	—	—	12.17%	7.49%	7.56%	8.38%	10.90%	0.55%	0.70%	1.25 %	\$12.50
T.Rowe Price Retire I 2035 I/Target Date	8.05%	—	—	12.91%	8.65%	8.22%	8.83%	12.25%	0.58%	0.70%	1.28 %	\$12.80
T.Rowe Price Retire I 2040 I/Target Date	8.50%	—	—	13.50%	9.42%	8.60%	9.07%	13.15%	0.59%	0.70%	1.29 %	\$12.90
T.Rowe Price Retire I 2045 I/Target Date	8.78%	—	—	13.71%	9.69%	8.69%	9.12%	13.52%	0.60%	0.70%	1.30 %	\$13.00
T.Rowe Price Retire I 2050 I/Target Date	8.78%	—	—	13.71%	9.62%	8.62%	9.08%	13.57%	0.60%	0.70%	1.30 %	\$13.00
T.Rowe Price Retire I 2055 I/Target Date	8.87%	—	—	13.68%	9.48%	8.51%	9.00%	13.55%	0.60%	0.70%	1.30 %	\$13.00
T.Rowe Price Retire I 2060 I/Target Date	8.78%	—	—	13.59%	9.30%	8.40%	9.02%	13.49%	0.60%	0.70%	1.30 %	\$13.00

*This table shows the fees elected by the fund. You may not be charged this full amount depending on individual circumstances.

VARIABLE RETURN INVESTMENTS

Name/ Type of Option	Average Annualized Total Return provided as of 09/30/18				Benchmark			Mutual Fund Expenses	The Standard's Asset Based Fee ¹	Total Operating Expenses	*Shareholder Type Fees
	1yr.	5yr.	10yr.	Since Inception	1yr.	5yr.	10yr.				

The Standards Asset Fee includes fees for consulting and an annual recordkeeping fee of .25%. Any concessions, such as revenue sharing payments from mutual funds, will be deducted from the recordkeeping fee.

Fixed Return Investments

This Fixed Return Investments Table focuses on the performance and costs of investment options that have a fixed or stated rate of return. It shows the annual rate of return of each option, the term or length of time that you will earn this rate of return, and other information relevant to performance.

FIXED RETURN INVESTMENTS						
Name/ Type of Option	Return	Term	Other	Mutual Fund Expenses	The Standard's Asset Based Fee	Shareholder Type Fees and Restrictions
Standard Stable Asset A/Cash Equivalent	2.65%	90 Days	The rate of return on 09/30/18 was 2.65%. This rate is fixed for 90 days, but will never fall below a guaranteed minimum rate of 1.0%. Most current rate of return information is available on www.standard.com/retirement .	0.10%	0.70%	Many fixed return investments include restrictions on withdrawals depending upon a variety of factors. For any applicable restrictions see the information provided on this fund by logging into Personal Savings Center from www.standard.com/retirement .

The Standards Asset Fee includes fees for consulting and an annual recordkeeping fee of .25%. Any concessions, such as revenue sharing payments from mutual funds, will be deducted from the recordkeeping fee.

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In providing this information, The Standard makes no representation as to the completeness and accuracy of the current disclosure materials of the issuer of designated investment options or information replicated from such materials.

The cumulative effect of fees and expenses can substantially reduce the growth of your retirement savings. Visit the Department of Labor's website for an example showing the long-term cumulative effect of fees and expenses at http://www.dol.gov/ebsa/publications/401k_employee.html. Fees and expenses are only one of many factors you should consider when making your investment decision. Consideration should also be given to whether investment decisions, combined with your other investments held outside the plan, will help you achieve your financial goals.

If you need additional information about your investment options, you may call a customer service representative at 800.858.5420. You may also find information by logging into Personal Savings Center from www.standard.com/retirement.

¹As noted above, your Administrative fees vary based on the total amount of assets in the Plan. Following are the table(s) of applicable asset-based rates:

Plan Administration

Tiered Rate (In Millions):	
From \$0.00 and greater	0.45%

Please visit Personal Savings Center at www.standard.com/retirement for a glossary of investment terms relevant to the investment options under this plan.

This glossary is intended to help you better understand your options.

SUMMARY PLAN DESCRIPTION MATERIAL MODIFICATIONS TO THE

Kier Construction 401(k) Plan

I

INTRODUCTION

In March 2020, Congress passed the CARES Act to assist you with the financial hardship caused by COVID-19. The CARES Act provides temporary options to Qualified Individuals. The Kier Construction 401(k) Plan ("Plan") has been amended to allow Qualified Individuals to take advantage of these options. This notice is intended to be 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. Unless stated otherwise, the modifications described in this summary are effective as of March 23, 2020

II

SUMMARY OF CHANGES TO SUMMARY OF MATERIAL MODIFICATIONS

DISTRIBUTIONS UPON TERMINATION OF EMPLOYMENT AND PRIOR TO TERMINATION OF EMPLOYMENT- Qualifying Individuals may obtain a distribution of up to the lesser of \$100,000.00 or 100% of their vested account balance in the plan from all fund sources.

The normal 10% early withdrawal penalty does not apply. At your discretion, taxes on these distributions can be spread over three years and/or all distributed amounts can be repaid to the plan or an IRA within three years to receive a credit against the taxes resulting from these distributions.

III

MISCELLANEOUS MODIFICATIONS

REQUIRED MINIMUM DISTRIBUTIONS (RMDs)-Participants do not have to take a RMD in 2020.

PARTICIPANT LOAN- Increase limit to littlest of 100% of vested account balance or \$100,000.00. Loan payments might be delayed for one year. Loans allowed for terminated participants.

A Notice to Participants of the Kier Construction 401(k) Plan

Retirement plans are highly regulated by the U.S. Department of Labor, including communications to retirement plan participants about changes in their fees. Below is required information about recent fee changes for services connected with your retirement plan. These fees are updates to the fees shown in your plan's Fee Disclosure notice. The revised fees appear below and will be effective beginning January 2021.

The change(s) will be incorporated into any subsequent Fee Disclosure notice that is distributed to you.

Modified Fees

Your Plan Administration Fees will be determined by the following schedule based on total assets in your plan.

\$0 - Maximum 0.25%

The Standard's Asset Fee will also include a consulting and annual recordkeeping fee of 0.25%. Any concessions, such as revenue sharing payments from mutual funds, will be deducted from the recordkeeping fee.

Participant Transaction Fees:

Qualified Domestic Relations Order	\$ 200 per event
Overnight Delivery	\$ 30 per event
Paper Distribution	\$ 100 per event
Paper Loan	\$ 150 per event
Paper Distributions upon Death/ Disability/ Retirement	\$ 100 per event
Paperless Distribution	\$ 75 per event
Paperless Distributions upon Death/ Disability/Retirement	\$ 75 per event
Paperless Loan	\$ 125 per event

These fee changes will be reflected in your next annual notice. If you would like additional information, please call a customer service representative at 800.858.5420 or email savings@standard.com.

This Notice should be kept with your current Fee Disclosure notice.