

CHRIS-TEL COMPANY OF SOUTHWEST FLORIDA, INC.

NOTICE TO INTERESTED PARTIES

To All Eligible Employees:

An application is to be made to the Internal Revenue Service for an advance determination on the qualification of the following employee pension benefit plan:

Name of Plan:	Chris-Tel Construction Employee Stock Ownership Plan
Plan Number:	002
Name and Address of Company:	Chris-Tel Company of Southwest Florida, Inc. 2534-A Edison Avenue Fort Myers, FL 33901
Applicant's Employer I.D. Number:	65-0384539
Name and Address of Plan Administrator	Chris-Tel Company of Southwest Florida, Inc. 2534-A Edison Avenue Fort Myers, FL 33901

An Application for Determination (IRS Form 5300) will be filed November 6, 2020 for an advance determination as to whether the plan meets the qualification requirements of Section 401 or 403(a) of the Internal Revenue Code of 1986, with respect to the plan's initial qualification.

The application will be filed with:

Internal Revenue Service
7940 Kentucky Drive
TE/GE Stop 31A Team 105
Florence, KY 41042

The employees eligible to participate in the Plan are: all nonunion employees who have completed 1,000 Hours of Service and attained age twenty-one (21), except leased employees and nonresident aliens.

The Internal Revenue Service has not previously issued a determination letter with respect to the qualification of this Plan.

Rights of Interested Parties

You have the right to submit to EP Determinations, either individually or jointly with other interested parties, your comments as to whether this plan meets the qualification requirements of the Internal Revenue Code. Label your comments "Interested Party Statement." Your comments to EP Determinations should be submitted to:

Internal Revenue Service
EP Determinations
Attention: Customer Service Manager
P.O. Box 2508
Cincinnati, OH 45202

You may instead, individually or jointly with other interested parties, request the Department of Labor to submit, on your behalf, comments to EP Determinations regarding qualification of the plan. If the Department declines to comment on all or some of the matters you raise, you may, individually or jointly if your request was made to the Department jointly, submit your comments on these matters directly to EP Determinations at the Cincinnati address above.

Requests for Comments by the Department of Labor

The Department of Labor may not comment on behalf of interested parties unless requested to do so by the lesser of 10 employees or 10 percent of the employees who qualify as interested parties. The number of persons needed for the Department to comment with respect to this plan is three (3). If you request the Department to comment, your request must be in writing and must specify the matters upon which comments are requested, and must also include:

- (1) the information contained on the first page of this notice; and
- (2) the number of persons needed for the Department to comment.

A request to the Department to comment should be addressed as follows:

Deputy Assistant Secretary
Employee Benefits Security Administration
ATTN: 3001 Comment Request
U.S. Department of Labor
200 Constitution Avenue, N.W.
Washington, D.C. 20210

Comments to the Internal Revenue Service

Comments submitted by you to EP Determinations must be in writing and received by it by December 21, 2020. However, if there are matters that you request the Department of Labor to comment upon on your behalf, and the Department declines, you may submit comments on these matters to EP Determinations to be received by it within 15 days from the time the Department of Labor notifies you that it will not comment on a particular matter, or by December 21, 2020, whichever is later, but not after January 5, 2021. A request to the Department to comment on your behalf must be received by it by November 21, 2020 if you wish to preserve your right to comment on a matter upon which the Department declines to comment, or by December 1, 2020 if you wish to waive that right.

Additional Information

Detailed instructions regarding the requirements for notification of interested parties may be found in Sections 19 and 20 of Revenue Procedure 2020-4. Additional information concerning this application (including, where applicable, an updated copy of the plan and related trust; the application for determination; any additional documents dealing with the application that have been submitted to the Service; and copies of section 19 of Revenue Procedure 2020-4) are available at the corporate offices at 2534-A Edison Avenue, Fort Myers, FL 33901 during the hours of 9:00 a.m. to 5:00 p.m., for inspection and copying. There is a nominal charge for copying and/or mailing.