

**COMPASS CONSTRUCTION 401(K) PLAN  
PLAN HIGHLIGHTS**

**IMPORTANT:** *This is a summary of the plan features. For full details, please refer to the Summary Plan Description.*

<b>Eligibility</b>	
<b>Excluded Employees:</b>	The following employees are excluded from the Plan: <ul style="list-style-type: none"> <li>• Employees covered by a collective bargaining agreement</li> <li>• Non-resident aliens</li> </ul>
<b>Elective Deferral Contributions, Safe Harbor Matching Contributions and Profit Sharing Contributions:</b>	You must meet the following criteria to be eligible to make Elective Deferral Contributions and receive Safe Harbor Matching Contributions and Profit Sharing Contributions: <ul style="list-style-type: none"> <li>• You must attain age 21</li> <li>• You must complete 6 month(s) of service.</li> </ul>
<b>Enrollment Periods</b>	
<b>Elective Deferral Contributions, Safe Harbor Matching Contributions and Profit Sharing Contributions:</b>	On the next or at each bi-weekly payroll period, once you have met the meet the eligibility criteria specified above.
<b>Contributions</b>	
<b>Elective Deferral:</b>	You may elect to defer up to 100% of your Compensation on a pre-tax basis. You may also elect to make Roth contributions to the Plan on an after-tax basis. You may elect to change your elections to contribute to the Plan as of each pay period. Federal law also limits the amount you may elect to defer under the Plan (\$19,000 in 2019). However, if you are age 50 or over, you may defer an additional amount up to \$6,000 (in 2019).
<b>Matching Contributions</b>	The Company will make a Matching Contribution on your behalf in an amount equal to 100% of your contributions that are not in excess of 4% of your Compensation.
<b>Profit Sharing Contributions:</b>	The Company may, in its sole discretion, make a Profit Sharing Contribution on your behalf in an amount determined by the Company. Such contribution, if made, will be allocated to the Profit Sharing Contribution Account of each Participant eligible in pro rata shares. You must complete at least 1,000 Hours of Service during the Plan Year and be employed by the Company on the last day of the Plan Year in order to receive a Profit Sharing Contribution.
<b>Rollovers:</b>	The Plan may accept a Rollover Contribution made on behalf of any Eligible Employee, regardless of whether such Employee has met the age and service requirements of the Plan. An Eligible Employee who has not yet met any of the eligibility requirements of the Plan will be deemed a Participant only with respect to amounts, if any, in his Rollover Contribution Account. If you have money in a non-Roth account, you may rollover/transfer the account balance to a Roth (after-tax) account under this plan.
<b>Vesting</b>	
<b>Fully Vested Accounts:</b>	You will have a fully vested and nonforfeitable interest in your Elective Deferral Account, Rollover Contribution Account and Safe Harbor Matching Contribution Account.
<b>Profit Sharing Contributions:</b>	Your Profit Sharing Contribution Account is subject to a 1-5 year graded vesting schedule (20% per year starting with one year of vesting service).
<b>Investing Plan Contributions</b>	
<b>Investments:</b>	You may direct the investment of all of your Accounts in one or more of the available Investment Funds. Your elections will be subject to such rules and limitations as the Plan Administrator may prescribe. The Plan Administrator may restrict investment transfers to the extent required to comply

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	<p>with applicable law.</p> <p>The Plan is intended to constitute a plan described in section 404(c) of ERISA. This means that Plan fiduciaries may be relieved of liability for any of your losses that are the result of your investment elections.</p>
<b>Distributions and Loans</b>	
<b>Distributions from the plan:</b>	<p>You may receive a distribution from your account under the following circumstances:</p> <ul style="list-style-type: none"> <li>Immediately after your employment terminates</li> <li>Hardship (limited accounts)</li> <li>After age 59 1/2</li> <li>From the Rollover Contribution Account at any time</li> <li>Death</li> </ul>
<b>Loans:</b>	<p>The minimum loan amount is \$1,000 and the maximum number of loans outstanding is 1.</p>
<b>Contact Information</b>	
<p>Plan Administrator:</p> <p style="padding-left: 40px;">Compass Construction Management</p> <p style="padding-left: 40px;">Address: 11332 NE 122<sup>nd</sup> Way, Suite 350, Kirkland, WA 98034</p> <p style="padding-left: 40px;">Phone number: 206-320-8741</p>	
<p><i>Note: These plan highlights are intended to be a very concise overview of plan features. For a detailed description of plan features, please review the Summary Plan Description or contact the Plan Administrator for more information. The plan features described in these plan highlights are subject to change and in the event of a discrepancy between the legal plan document and these highlights (or any other summary of plan features), the plan document shall control.</i></p>	