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TO: PIKE 401(K) PLAN PARTICIPANTS
FROM: RHONDA BUNKER
SUBJECT: PIKE 401(K) PLAN FEE DISCLOSURE REPORT
DATE: 8/2/2012

Saving for retirement is an important key to a secure future, whether you plan to retire soon or many years from now. By offering the Pike 401(k) Plan, Pike Enterprises, Inc., acting through the Employee Benefit Plan Committee ("Plan Sponsor"), is helping you build savings for an active, healthy and financially stable future. The term "Plan Sponsor" used in this notice refers to the Plan Administrator who has the fiduciary duty to provide fee disclosures to you (the Participant).

As Plan Sponsor, we want you to feel confident that you understand your retirement account and the decisions you can make to direct it. That is why we asked Charles Schwab ("Schwab") to provide you with a Pike 401(k) Plan Fee Disclosure Report. You will receive the report from Schwab at your home address in the next couple of weeks.

The report will outline your investment options and will offer information about managing your account. The report will also explain the fees and expenses you may incur. We know the language of investing can be confusing. That's why Schwab has designed the report to be as simple and easy to understand as possible. You'll receive an updated version of the report at least once every year.

To make changes in your Pike 401(k) account, obtain more information about your investments or find out more about how you can save for retirement, visit www.schwab.com/workplace or call Schwab at 800.724.7526.