



At Hargrove, We Own It

Through Hargrove's Teammate Stock Ownership Plan (TSOP), you will become an owner! As a way to reward each person for their contributions to the company's success, all Hargrove Teammates become TSOP participants after one year of service with at least 1000 hours worked and passing an entry date of January 1st or July 1st.

TSOP Facts

- Eligible Teammates receive a discretionary contribution of 2% of your gross wages to the TSOP.
- There is no action required from the Teammate—it is an automatic transaction.
- The TSOP is an annual transaction based on the Hargrove annual stock valuation.
- Annual TSOP statements are distributed in July following the year end. (Ex. 2021 statement will be distributed in July 2022.)
- Hargrove is a 100% Teammate-owned company, 40% of which is owned by the TSOP.
- In order to preserve our ONE TEAM culture, Hargrove is transitioning to 100% TSOP ownership in the near future.



Hargrove's Retirement Savings Package



Your
Contribution



2% 401K
match



2% TSOP
contribution*

*Discretionary



Profit-Sharing
Distribution*

*Historically 2% of wages.

At Hargrove, WE OWN IT. Every hour worked, hazard mitigated, project completed, and dollar saved benefits YOU, our Teammate. In order to protect our ONE TEAM culture as we grow, Hargrove is transitioning to 100% TSOP ownership.