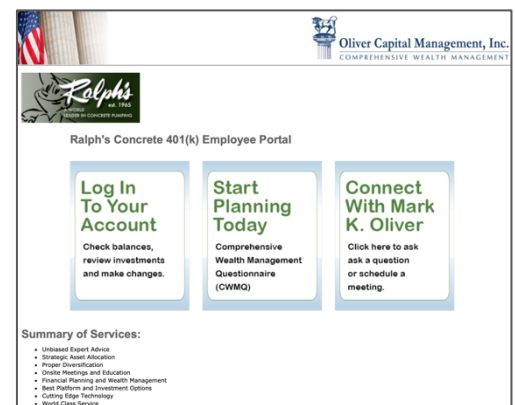


Ralph's Concrete Pumping 401(k) Plan Participant Enrollment Instructions

The steps to enroll in the 401(k) Plan are as follows:

1. Go to <http://www.ralphsconcrete401k.com/>
2. Click on Log into your account
3. Click on "Register as a new user" at the bottom of the page
4. Complete the "Verify Your Identity" questions on the resulting screen
5. Create Username and Password if you do not already have Fidelity NetBenefit credentials.
6. Answer a few additional questions regarding investment elections
7. You are enrolled!



All Other Questions – For all other questions, including help accessing your account, please contact Marcus Dewan at 206-775-7600 or via email at mpd@olivercapital.com.