

MEMO

To: APG Associates

From: Mark Adams


Date: 12/07/2020

For all APG Associates participating in the Company's 401(k) plan please be advised that APG will be making a discretionary matching payment of \$300,000 in total to the plan. Individual amounts will vary depending on your election percentage.

As always, we encourage each and every eligible associate to participate in the plan and to think ahead about savings and retirement. With all of the hardship caused by COVID, it's become increasingly difficult for many to save and plan for the future. I'm just glad APG is able to provide this match at this time.

I'd also like to thank each and every one of you for your hard work and dedication during this pandemic. It appears there is 'light at the end of the tunnel' and we all look forward to a safe, healthy, and prosperous 2021.

Thank You.

A handwritten signature in black ink, appearing to read 'Mark Adams', written in a cursive style.

Mark Adams