

## Scottsdale's CYBER GROUP Announces Move to Shared Ownership Across All Employees

COMPANY STATEMENT | SCOTTSDALE, AZ | AUGUST 14, 2023

In line with Cyber's long standing goal to not only provide the best client experience, but to create the best possible work experience for our employees, we are beyond proud to announce that ownership of Cyber Group has been transferred to our employees.

Our president, Ben Lentz, has always believed in creating a culture of trust, growth and safety at Cyber. Over the course of the last two years, that commitment led to a deeper mission: how to tangibly help people stay and retire with the company. He believed the move from sole ownership to employee ownership through an Employee Stock Option Plan (or "ESOP") was the strongest reflection of that mission and the best opportunity to deliver on his vision for the people that make up Cyber Group.

*"It was all green lights. The more I learned about employee ownership... really "employee shareholding," it felt like a move to make Cyber better reflect what it has always been: ours," says Lentz. "I love our work. I love what we do but the thing I'm most proud of is our people. Cyber Group is our people. We do really cool, really hard, really rewarding work... and we're able to do that because of the people who work here. The ESOP felt like the best way to expand our culture of ownership, create a sustainable future and a real retirement plan."*

Since the internal announcement in late July, employees continue to celebrate this monumental move with hugs, high-fives and handshakes. For the last couple of weeks, every day, across job sites and in the office there is a palpable energy and excitement. Now, as we make the announcement public, we also want our clients and partners to know we are still the exact same team, in the exact same roles, with the exact same goals and leadership structure in place. The change does not affect how Cyber operates; it enhances it. If it's even possible, our team will exhibit even more care, as taking care of them in this way means they are also taking care of each other in a whole new way.

*"Employee First" means none of us comes before the other. It's a new sense of 'us' entirely, and a natural evolution of Cyber's core values," says Jason Hood, Director of Employee Experience. "When we're taking care of each other, and invested in the long-term success of our company, it's even easier to take great care of our clients."*

ALL QUESTIONS OR REQUESTS FOR ADDITIONAL INFO CAN BE DIRECTED TO:

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