

	Pike Electric Employee Handbook	
	Subject: Code of Conduct and Ethics	
	Effective Date: June 28, 2010	Revision: Revision 1

POLICY

This Code of Business Conduct and Ethics (the “Code”) of Pike Electric, Inc. (together with its subsidiaries, “Pike” or “Company”) summarizes the values, principles and business practices that guide Pike’s business conduct. This Code sets out a set of basic principles to guide employees regarding the minimum requirements expected of them; however, this Code does not provide a detailed description of all employee policies. For purposes of this Code, references to “employees” include all employees, officers and directors of Pike.

SCOPE

This policy applies to all Pike employees.

RESPONSIBILITIES

It is the responsibility of employees to maintain a work environment that fosters fairness, respect and integrity; and it is Pike’s policy to be lawful and highly principled in all business practices. Employees are expected to become familiar with this Code and to apply these guiding principles in the daily performance of their job responsibilities.

Employees are responsible for complying with this Code. The Code should also be provided to and adhered to by every agent, consultant or representative of Pike.

Employees are expected to seek the advice of their Supervisor, Manager or other appropriate persons within Pike when questions arise about issues discussed in this Code and any other issues that may implicate the ethical standards or integrity of Pike or any of its employees.

Taking actions to prevent problems is part of Pike’s culture. If an employee observes possible unethical or illegal conduct they are encouraged to report their concerns. If they report, in good faith, what they suspect to be illegal or unethical activities, they should not be concerned about retaliation from others. Any employee involved in retaliation will be subject to serious disciplinary action up to and including termination by Pike.

If a Federal, state or local law conflicts with a policy of the Code, employees are required to comply with the law; however, if a local custom or policy conflicts with the Code, employees must comply with the Code.

Failure to abide by the guidelines addressed in this Code will lead to disciplinary actions, including dismissal where appropriate. If an employee is in a situation which they believe may violate or lead to a violation of this Code, they are instructed to follow the guidelines described in **Reporting Illegal or Unethical Behavior; Compliance Procedures** of this Code.

Supervisors have the responsibility to discuss concerns with their employees and to report those concerns to Human Resources, or to the General Counsel if appropriate.

Human Resources has the responsibility to maintain this Code. It is also the responsibility of Human Resources to discuss and investigate and respond to concerns an employee may have.

SPECIFIC GUIDELINES

Compliance with Laws, Rules and Regulations

Pike has a long-standing commitment to conducting business in compliance with applicable laws and regulations and in accordance with the highest ethical principles. This commitment helps ensure Pike's reputation for honesty, quality and integrity.

Conflicts of Interest

A "conflict of interest" exists when a person's private interest interferes in any way with the interest of the Company.

A conflict situation can arise when an employee takes actions or has interests that may make it difficult to perform Company work objectively and effectively. Conflicts of interest also arise when an employee or a family member receives improper personal benefits (including personal loans, services or payment for services that the person is performing in the course of Company business) as a result of his or her position in Pike or gains personal enrichment through access to confidential information.

Conflicts of interest can arise in many common situations, despite one's best efforts to avoid them. Employees are encouraged to seek clarification of, and discuss questions regarding actual or potential conflicts of interest with the Company's Human Resource Department at 1-877-285-7453. Any employee who becomes aware of a conflict or potential conflict should bring it to the attention of their Supervisor, Manager or other appropriate persons within the Company.

Outside Directorships and Other Outside Activities

Although activities outside Pike are not necessarily a conflict of interest, a conflict could arise depending upon an employee's position within Pike and Pike's relationship with an employee's new employer or other activity. Outside activities may also be a conflict of interest if they cause an employee, or are reasonably perceived to cause an employee, to choose between that interest and the interests of Pike. Pike recognizes that the guidelines in this section are not applicable to directors that do not also serve in management positions within Pike ("Outside Directors").

Outside Directorships

Employees of Pike, other than Outside Directors, may not serve as directors of any outside business organization unless such service is specifically approved by senior management. There are a number of factors and criteria that Pike will use in determining whether to approve an employee's request for an outside business directorship. For example, directorships in outside companies are subject to certain legal limitations. Directorships in outside companies should also satisfy a number of business considerations, including (1) furthering the interests of Pike; and (2) not detracting in any material way from the employee's ability to fulfill commitments to Pike. Pike will also take into consideration the time commitment and potential personal liabilities and responsibilities associated with the outside directorship in evaluating requests.

Other Outside Engagements

Pike recognizes that employees often engage in community service in their local communities and engage in a variety of charitable activities and Pike commends employees' efforts in this regard. However, it is every employee's duty to ensure that all outside activities, even charitable or pro bono activities do not constitute a conflict of interest or are otherwise inconsistent with employment by Pike.

Gifts and Entertainment

Business gifts and entertainment are designed to build goodwill and sound working relationships among business partners. A problem would arise if (1) the receipt by a Pike employee of a gift or entertainment would compromise, or could be reasonably viewed as compromising, that individual's ability to make objective and fair business decisions on behalf of Pike; or (2) the offering by one of Pike's employees of a gift or entertainment appears to be an attempt to obtain business through improper means or use improper means to gain any special advantage in our business relationships, or could reasonably be viewed as such an attempt.

The responsibility is on the individual employee to use good judgment and ensure there is no violation of these principles. If employees have any question or uncertainty about whether any gifts or proposed gifts are appropriate, please

contact the appropriate Supervisor, Manager, or other appropriate persons within the Company's Human Resources Department at 1-877-285-7453.

Insider Trading

There are instances where Pike employees have information about Pike, its subsidiaries or affiliates or about a company with which Pike does business that is not known to the investing public. Such inside information may relate to, among other things: plans; new services or processes; mergers, acquisitions or dispositions of businesses or securities; significant problems or opportunities facing the Company or a company with which Pike does business; sales; profitability; negotiations relating to significant contracts or business relationships; significant litigation; or financial information.

If the information is such that a reasonable investor would consider the information important in reaching an investment decision, then any Pike employee who holds the information must not buy or sell securities of either Pike or any other affected company, nor provide such information to others, until such information becomes public. Further, employees must not buy or sell securities in any other company about which they have such material non-public information, nor provide such information to others, until such information becomes public. Usage of material non-public information in the above manner is not only illegal, but also unethical.

Employees who involve themselves in illegal insider trading (either by personally engaging in the trading or by disclosing material non-public information to others) will be subject to immediate termination. Pike's policy is to report such violations to the appropriate authorities and to cooperate fully in any investigation of insider trading.

Pike has additional, specific rules that govern trades in Company securities by its directors, certain officers, and certain employees. Employees may need assistance in determining how the rules governing inside information apply to specific situations and should consult Pike's General Counsel or Chief Financial Officer in these cases.

Corporate Opportunities

Employees owe a duty to Pike to advance its legitimate interests when the opportunity to do so arises. Employees are prohibited (without the consent of the Board of Directors (the "Board") or an appropriate committee thereof) from (1) taking for themselves personal opportunities that are discovered through the use of corporate property, information or their position; (2) using corporate property, information or their position for personal gain; or (3) competing with Pike directly or indirectly.

Antitrust and Fair Dealing

Pike believes that the welfare of consumers is best served by economic competition. Pike's policy is to compete vigorously, aggressively and successfully in today's increasingly competitive business climate and to do so at all times in compliance with all applicable antitrust and unfair or deceptive trade practices laws in all the markets in which Pike operates. Pike seeks to excel while operating honestly and ethically, never through taking unfair advantage of others. Each employee should endeavor to deal fairly with Pike's customers, suppliers, competitors and other employees. No one should take unfair advantage through manipulation, concealment, abuse of privileged information, misrepresentation of material facts or any other unfair dealing practices.

The antitrust laws of many jurisdictions are designed to preserve a competitive economy and promote fair and vigorous competition. Pike is committed to complying with these laws and regulations. Employees involved in marketing, sales and purchasing, contracts or in discussions with competitors have a particular responsibility to ensure that they understand Pike's standards and are familiar with applicable competition laws. Because these laws are complex and can vary from one jurisdiction to another, employees should consult Pike's General Counsel when questions arise.

Discrimination and Harassment

Pike is an equal employment opportunity employer and complies with all applicable laws prohibiting discrimination based on race, sex, pregnancy, color, religion, national origin or ancestry, physical or mental disability, age, military or veteran status, and any other basis protected by applicable Federal, state, or local laws. For religion or disability, the law allows employees to request reasonable accommodation to continue their work.

Pike also prohibits harassment. Harassment may include, but is not limited to, threats, physical contact or violence, pranks, jokes, epithets, derogatory comments, vandalism, or verbal, graphic or written conduct directed at an individual or individuals because of their race, sex, pregnancy, color, religion, national origin, physical or mental disability, age or military or veteran status, or any other basis protected by Federal, state, or local law. Even if actions are not directed at specific persons, a hostile environment may be created when the conduct is sufficiently severe, pervasive or persistent so as to unreasonably interfere with or limit the ability of an individual to work, study, or otherwise to participate in activities of Pike.

It is Pike's goal to prevent the occurrence of discriminatory and harassing activity and to promptly stop such conduct. While grounded in state and Federal non-discrimination laws, this policy may cover those activities which, although not severe, persistent, or pervasive enough to meet the legal definition of harassment, are inappropriate and unjustified in a work environment.

All levels of supervision are responsible for monitoring and complying with Pike's policies and procedures for handling employee complaints concerning harassment or other forms of unlawful discrimination. Because employment-related laws are complex and vary from state to state, and country to country, Supervisors should obtain the advice of the Company's Human Resources Department at 1-877-285-7453, in advance whenever there is any doubt as to the lawfulness of any proposed action or inaction.

Employees can report discrimination or harassment by calling the Human Resources Department at 1-877-285-4753.

Health and Safety

Pike strives to provide each employee with a safe and healthy work environment. Each employee has a responsibility to ensure that Pike's operations meet applicable government or Pike standards, whichever is more stringent. All employees are required to be alert to environmental, health and safety issues and to be familiar with environmental, health and safety laws and Pike policies applicable to their area of business. Since these laws are complex and subject to frequent changes, employees should obtain the advice of the General Counsel's Office at 800-343-7453, extension 4611, or contact the Human Resources Department at 1-877-285-7453 whenever there is any doubt as to the lawfulness of any action or inaction.

Record-Keeping and Retention

Many persons within Pike record or prepare some type of information during their workday, such as time cards, financial reports, accounting records, business plans, environmental reports, injury and accident reports, expense reports, and so on. Many people, both within and outside Pike, depend upon these reports to be accurate and truthful for a variety of reasons. These people include Pike's employees, governmental agencies, auditors and the communities in which Pike operates. Also, Pike requires honest and accurate recording and reporting of information in order to make responsible business decisions. Pike maintains the highest commitment to recording information accurately and truthfully.

All financial statements and books, records and accounts of Pike must accurately reflect transactions and events and conform both to required legal requirements and accounting principles and also to Pike's system of internal accounting. Pike employees have the responsibility to ensure that false or intentionally misleading entries are not made by them, or anyone who reports to them, in Pike's accounting records. Regardless of whether reporting is required by law, dishonest reporting within Pike, or to organizations or people outside Pike, is strictly prohibited. All Pike directors, officers, and employees that are responsible for financial or accounting matters are also required to ensure the full, fair, accurate, timely and understandable disclosure in all periodic reports required to be filed by Pike with the Securities and Exchange Commission. This commitment

and responsibility extends to the highest levels of Pike's organization, including our Chairman of the Board, Chief Executive Officer, Chief Financial Officer and Controller.

Properly maintaining corporate records is of the utmost importance. To address this concern, records are maintained for required periods as defined in Pike's records and retention policy. These controls should be reviewed regularly by all employees and followed consistently. In accordance with these policies, in the event of litigation or governmental investigation, please consult the Company's General Counsel, or call the Human Resources Department at 1-877-285-7453. Pike recognizes that the guidelines in this section are not applicable to the Company's Outside Directors.

Confidentiality

Information is one of Pike's most valuable corporate assets, and open and effective dissemination of information is critical to Pike's success. However, much of Pike's business information is confidential or proprietary. Confidential information includes all non-public information that might be of use to competitors, or harmful to Pike or Pike's customers, if disclosed. Employees must maintain the confidentiality of confidential information entrusted to them by Pike, except when disclosure is authorized by Pike's General Counsel or required by applicable laws or regulations.

It is also Pike's policy that all employees must treat what they learn about Pike's customers and suppliers and each of their businesses as confidential information. The protection of such information is of the highest importance and must be discharged with the greatest care for Pike to merit the continued confidence of its customers and suppliers. Confidential information to such person is information that it would consider private, which is not common knowledge outside of that Company and which an employee of Pike has learned as a result of such employee's employment by Pike. For example, Pike never sells confidential or personal information about its customers and does not share such information with any third party except with the customer's consent or as required by law. No employee may disclose confidential information owned by someone other than Pike to non-employees without the authorization of Pike's General Counsel or Human Resources Department, nor shall any such person disclose the information to others unless a need-to-know basis has been established.

The obligation not to disclose confidential information of Pike and its customers and suppliers continues for an employee even after the employee leaves Pike. As such, Pike respects the obligations of confidence its employees may have from prior employment, and asks that employees not reveal confidential information obtained in the course of their prior employment. Pike employees must not be assigned to work in a job that would require the use of a prior employer's confidential information.

For questions regarding confidentiality, please call the Human Resources Department at 1-877-285-7453.

Intellectual Property

Pike depends on confidential/proprietary intellectual property, such as trade secrets, patents, trademarks, and copyrights, as well as business, marketing and service plans, engineering and manufacturing ideas, designs, databases, records, salary information and any unpublished financial data and reports, for its continued vitality. If Pike's intellectual property is not protected, it becomes available to other companies that have not made the significant investment that Pike has made to produce this property and thus gives away some of Pike's competitive advantage. All of the rules stated above with respect to confidential information apply equally to Pike's intellectual property.

Protection and Proper Use of Company Assets

Collectively, employees have a responsibility for safeguarding and making proper and efficient use of Pike property. All employees have an obligation to protect Pike's property from loss, damage, misuse, theft, embezzlement or destruction. Theft, loss, misuse, carelessness and waste of assets have a direct impact on Pike's profitability and may jeopardize the future of Pike. Any situation or incident that could lead to the theft, loss, misuse or waste of Pike's property should be reported immediately by employees to their Supervisor, Manager, or other appropriate persons with the Company as soon as it comes to the employee's attention.

Proper use of Communication and Computer Systems

Pike's communication systems, e.g. phones, voice-mail, fax, e-mail, Internet, and intranet are to be used for business purposes. They may never be used to access, store, download or distribute materials that are:

- unauthorized or personal, such as software, music, etc.
- offensive, threatening or malicious;
- criminal or promote criminal activity, or
- sexually explicit.

Pike systems should not be used to send chain letters or personal broadcast messages.

Pike owns these communication systems; therefore, employees should have no expectation of a right to privacy. Pike reserves the right to access, monitor and disclose the contents of any communications, whether made for business or personal reasons in accordance with all applicable laws and regulations.

Employees are prohibited from making unauthorized copies of computer software programs or use personal software on Pike computer equipment. The creating or loading of unauthorized software onto Pike-owned PCs, workstations or other computer systems is strictly prohibited. Such unauthorized actions could cause the destruction of information or computer systems, technical problems (for example, incompatible drivers or commands, or viruses) or other substantial harm, if not approved by and coordinated with appropriate Pike employees in advance. In addition, the unauthorized copying or use of unauthorized software could be a violation of Federal copyright laws and could result in civil and/or criminal liability.

Relationships with Government Personnel

Employees of Pike should be aware that practices that may be acceptable in the commercial business environment (such as providing certain transportation, meals, entertainment and other things of nominal value), may be entirely unacceptable and even illegal when they relate to government employees or others who act on the government's behalf. Therefore, Pike employees must be aware of and adhere to the relevant laws and regulations governing relations between government employees and customers and suppliers in every jurisdiction where they conduct business.

It is strictly against Pike policy for employees to give money or gifts to any official or any employee of a governmental entity if doing so could reasonably be construed as having any connection with Pike's business relationship. Such actions are generally prohibited by law.

Pike expects our employees to refuse to make questionable payments. Any proposed payment or gift to a government official must be reviewed in advance by the Company's General Counsel, or by calling the Human Resources Department at 1-877-285-7453. Employees should be aware that they do not actually have to make the payment to violate Pike's policy or the law, as merely offering, promising or authorizing it is sufficient.

In addition, many jurisdictions have laws and regulations regarding business gratuities which may be accepted by government personnel. For example, business courtesies or entertainment such as paying for meals or drinks are rarely appropriate when working with government officials. Gifts or courtesies that would not be appropriate even for private parties are in all cases inappropriate for government officials. Please consult the Company's General Counsel for more guidance on these issues.

Contributions to political parties or candidates in connection with elections are discussed in **Political Contributions**.

Political Contributions

Election laws in many jurisdictions may prohibit or limit political contributions by corporations to candidates. Many local laws may also prohibit or limit corporate contributions to local political campaigns. In accordance with these laws, Pike does not make direct contributions to any candidates for Federal, state or local offices where applicable laws make such contributions illegal.

Employees of Pike may make personal political contributions in accordance with applicable laws. Contributions to political campaigns by employees must not be made with or reimbursed by Pike funds or resources. Pike funds and resources include (but are not limited to) Pike facilities, office supplies, letterhead, telephones and fax machines.

Pike employees who hold or seek to hold political office must do so on their own time, whether through vacation, unpaid leave, after work hours or on weekends. Additionally, all persons must obtain advance approval from the Company's General Counsel prior to running for political office to ensure that there are no conflicts of interest with Pike business.

The guidelines in this section do not prohibit Pike from making political contributions through political action committees ("PACs") or similar organizations, including PACs sponsored solely or in part by Pike. Employees may also make personal political contributions through PACs sponsored solely or in part by Pike. Personal political contributions, including those made through PACs sponsored solely or in part by Pike, will not be reimbursed by Pike.

Pike recognizes that the guidelines in this section are not applicable to the Outside Directors.

Workplace Violence

Pike is committed to a Zero Tolerance Standard with respect to acts of intimidation, threats of violence, or acts of violence relating to the workplace. Violence, threats of violence, intimidation, harassment, coercion, or other threatening behavior towards people or property will not be tolerated. Complaints involving workplace violence will not be ignored and will be given the serious attention they deserve. Individuals who violate this policy may be removed from Pike property and are subject to disciplinary and/or personnel action up to and including termination, consistent with Pike policies, rules, and/or referral to law enforcement authorities for criminal prosecution.

Security and safety in the workplace require the cooperation of every employee, director, contractor, and visitor. Any Pike employee who is the subject of (or a witness to) a suspected violation of this policy is strongly encouraged to report the violation to the next-in-line Supervisor who is not a party to the violation. Any emergency, perceived emergency, or suspected criminal conduct shall be immediately reported to the respective Vice President.

Any Supervisor, Manager, or other person in authority who receives a report of a suspected violation should immediately report it to the Human Resources Department at 1-877-285-7453 for investigation. The results of the investigation shall be reported by the investigating authority to his/her next-in-line Supervisor.

Any Pike employee found to be in violation of this policy shall be subject to disciplinary action up to and including dismissal, pursuant to applicable Personnel Policies and, if appropriate, shall be prosecuted to the full extent of the law.

No employee shall be retaliated against for reporting intimidation, threats or acts of violence.

Firearms and Weapons

It is prohibited to possess weapons on the premises of Pike without the explicit authorization of Pike, whether or not a Federal or state license to possess the same has been issued to the possessor. The only exceptions to this policy are as follows:

1. Commissioned law enforcement officers to the extent they are legally permitted to possess weapons in the jurisdiction in which they are located, may do so on the premises of Pike in such jurisdiction;
2. Persons authorized by their employer, and duly licensed and legally permitted under the laws of the jurisdiction in which they are located to possess weapons, such as employees of armored car services that collect or transport cash, checks, valuables, etc. may do so on the premises of Pike in such jurisdiction;
3. Persons in the military in performance of their official duties to the extent they are legally permitted to possess weapons in the jurisdiction in which they are located may do so on the premises of Pike in such jurisdiction; and
4. Required as a part of the employee's job duties within the jurisdiction in which they are located and are permitted to do so.

Anyone possessing a weapon other than those in the exception categories will be asked to remove them from the property immediately. They may also be subject to arrest and/or disciplinary action as discussed below. Exceptions to this policy may be requested in writing to, and granted by, Pike's General Counsel or one of Pike's Executive Vice Presidents. Only under the most unusual circumstance would an exception be granted. Any employee or contractor violating this policy shall be subject to the disciplinary policies and procedures. Additionally, possession of firearms or weapons may lead to criminal prosecution by the appropriate jurisdiction.

Environmental Affairs Policy

Environmental protection is a management responsibility as well as the responsibility of every employee of Pike. This policy concerning environmental protection addresses aspects of Pike's operations which can potentially impact the environment.

Pike shall seek to:

- Provide a safe and healthful workplace and ensure that personnel are properly trained to recognize and report issues or incidents that may impact the environment.
- Conduct its operations in compliance with applicable laws, regulations and standards concerning environmental protection and provide a mechanism for self-monitoring to ensure compliance and continual improvement.
- Establish corporate environmental objectives and targets relevant to the environmental impacts of its activities and a means to measure progress against these objectives. These objectives and targets shall be reviewed and revised as necessary on an annual basis.
- Continually improve environmental management policies, programs, and performance, based on the results of our periodic reviews and taking into account regulatory developments, customer needs, technical developments, scientific understanding, and community expectations.
- Minimize the environmental risks to Pike's employees and the communities in which Pike operates.
- Promote employee awareness of environmental concerns, actions and responsibilities.
- Promote the adoption of environmental protection goals and practices by contractors and suppliers acting on behalf of Pike, strongly encouraging improvements in our contractors' and suppliers' practices to make them consistent with those of Pike.
- Operate facilities and conduct Pike's activities taking into consideration the efficient use of energy and materials.
- Reduce and where possible eliminate waste through recycling and handle and dispose of all waste through safe and responsible methods.
- Assess the environmental condition of property interests that are acquired by Pike and appropriately address the environmental impacts caused by these properties.

Drug and Alcohol

Pike is committed to maintaining a safe and drug free environment for all its employees. The use of alcoholic beverages or substance abuse while on the job or on customer or Company property is strictly prohibited and shall be sufficient

cause for corrective action in accordance with Federal and/or Pike regulations, whichever is more stringent. Off-the-job possession (unless the employee has a valid prescription, in the employee's own name, for such substance), buying, selling, distributing or manufacturing drugs will be reason for termination. Illegal activity with respect to alcohol may also be reason for termination.

No employee may work or report to work while under the influence of alcoholic beverages and/or controlled substances unless prescribed by a physician who has advised the employee that the substance will not affect the employee's ability to safely perform his/her duties. Any employee taking prescribed drugs or over-the-counter drugs which could impair his/her assigned work, shall report this fact to his/her Supervisor.

Refer to the Pike Drug and Alcohol Policy regarding additional information about the applicability of this policy.

Waivers of the Code of Business Conduct and Ethics

Any change in or waiver of the Code for executive officers (including Pike's Chief Executive Officer, Chief Financial Officer and Controller) or directors may be made only by the Board or a Board committee and will be promptly disclosed as required by law or regulations governing Pike.

Failure to Comply

No Code can address all specific situations. It is, therefore, each employee's responsibility to apply the principles set forth in the Code in a responsible fashion and with the exercise of good judgment and common sense. If something seems unethical or improper, it likely is. Always remember: Employees that are unsure of what to do in any situation should seek guidance before acting by calling the Human Resources Department at 1-877-285-7453.

A failure by any employee to comply with the laws or regulations governing Pike's business, the Code or any other Pike policy or requirement may result in disciplinary action up to and including termination, and, if warranted, legal proceedings. All employees are expected to cooperate in internal investigations of misconduct.

Reporting Illegal or Unethical Behavior; Compliance Procedures

Pike employees are expected to conduct themselves in a manner appropriate for their work environment and are also expected to be sensitive to and respectful of the concerns, values and preferences of others. Whether a person is an employee, contractor, supplier, he or she is encouraged to promptly report any practices or actions that he or she believes to be inappropriate.

Pike has described in each section above the procedures generally available for discussing and addressing ethical issues that may arise. Speaking to the right

people is one of the first steps to understanding and resolving what are often difficult questions. As a general matter, anyone with any questions or concerns about compliance with this Code or if they are just unsure of what the “right thing to do” is encouraged to speak with his or her Supervisor, Manager or other appropriate persons within Pike. If an employee does not feel comfortable talking to any of these persons for any reason, they should call the Company’s Human Resources Department at 1-877-285-7453. This office has been instructed to register all complaints, brought anonymously or otherwise, and direct those complaints to the appropriate channels within Pike.

Accounting/Auditing Complaints: Laws and regulations governing Pike also require that Pike have in place procedures for addressing complaints concerning improving accounting and auditing issues and procedures, and fraudulent financial practices. There are procedures in place for employees to anonymously submit their concerns regarding such issues. Complaints or concerns with regard to accounting or auditing issues should be directed to the attention of the Company’s Audit Committee of Pike’s Board of Directors, or the appropriate members of that committee. For direct access to Pike’s Audit Committee, please address complaints or questions regarding accounting or auditing issues to the Chair of the Audit Committee, Jay Helvey III, or Pike’s General Counsel at 1-800-997-7718.

Also, as discussed in the Introduction to this Code, everyone should know that if they report in good faith what they suspect to be illegal or unethical activities, they should not be concerned about retaliation from others. Any employees involved in retaliation will be subject to serious disciplinary action by Pike. Furthermore, Pike could be subject to criminal or civil actions for acts of retaliation against employees who “blow the whistle” on fraudulent financial practice, including but not limited to, suspected violations, securities law and other state and Federal offenses.