

B	I	N	G	O
Trust	6 Years 100% Vested	Employee Ownership Month	Share Allocation	Own What You Do
ESOP Communications Committee	Teamwork	Pride of Ownership	Builds meaningful wealth	Retirement Benefit
Succeed as One	Vested	FREE	Contribute to Company's success	Must be 21 years old to participate in the ESOP
One & a half points	Share Value	One point	Employee benefit	Ownership Culture
Employee Stock Ownership Plan	ESOP Benefits Committee	Retain Kontek Culture	Year of service	Each One Counts

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Vested	Builds meaningful wealth	Share Allocation	ESOP Communications Committee	Pride of Ownership
Employee Ownership Month	Year of service	Own What You Do	ESOP Benefits Committee	Retirement Benefit
One & a half points	Contribute to Company's success	FREE	Must be 21 years old to participate in the ESOP	6 Years 100% Vested
Employee benefit	Retain Kontek Culture	Trust	Each One Counts	Share Value
One point	Ownership Culture	Succeed as One	Teamwork	Employee Stock Ownership Plan

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ESOP Benefits Committee	Retain Kontek Culture	Builds meaningful wealth	Ownership Culture	Contribute to Company's success
Trust	One & a half points	One point	Teamwork	Own What You Do
Succeed as One	Each One Counts	FREE	Share Value	Employee benefit
Vested	Retirement Benefit	Share Allocation	Year of service	Employee Ownership Month
Must be 21 years old to participate in the ESOP	6 Years 100% Vested	Pride of Ownership	ESOP Communications Committee	Employee Stock Ownership Plan