

B	I	N	G	O
Unit formula	Build Long Term Relationships	6 Years 100% Vested	Engineer Win Win Solutions	Succeed as One
Ownership Culture	Employee Ownership Month	Third Party Administrator	Retirement Benefit	Employee Stock Ownership Plan
Share Value	The Bognet Way	FREE	Departmental Highlights	Relentlessly Proactive
Must be 21 years old to participate in the ESOP	Never Stop Improving	Take Ownership	Own What You Do	SPD
Teamwork	Leadership	Government Regulated	Pride of Ownership	Go the Extra Mile

B	I	N	G	O
Departmental Highlights	Diversification	Relentlessly Proactive	Ownership Culture	Own What You Do
Contribute to Company's success	The Bognet Way	Succeed as One	Must be 21 years old to participate in the ESOP	Never Stop Improving
Third Party Administrator	Build Long Term Relationships	FREE	Unit formula	Pride of Ownership
Operate as One Team	Employee Stock Ownership Plan	Go the Extra Mile	SPD	Vested
Share Value	Retirement Benefit	Teamwork	Employee Ownership Month	6 Years 100% Vested

B	I	N	G	O
Own What You Do	Employee Ownership Month	Relentlessly Proactive	Trust	Departmental Highlights
Year of service	Vested	Employee Stock Ownership Plan	Contribute to Company's success	Succeed as One
Retirement Benefit	Engineer Win Win Solutions	FREE	Build Long Term Relationships	Unit formula
Ownership Culture	Share Value	Never Stop Improving	Must be 21 years old to participate in the ESOP	Government Regulated
SPD	Teamwork	Operate as One Team	6 Years 100% Vested	Diversification