

O	W	N	E	R
Trust	30% Employee Owned	1000 Hours Worked	ESOP Committees	Ownership Culture
May 1st Entry	Construction	Succeed as One	November 1st Entry	6 Years 100% Vested
Retirement Benefit	Unit Formula	FREE	Accountability	Employee Ownership Month
Share Price	Fair Market Value	Productivity	Kokolakis	One Year of Service
Own What You Do	Educate	Each One Counts	Must Be 21 Years Old To Participate in the ESOP	ESOPConnection.com/jkokolakis

O	W	N	E	R
Allocation	Annual Statements	Must Be Employed On April 30th	May 1st Entry	Leadership
Accountability	Share Price	Pride of Ownership	Employee Ownership Month	Employee Stock Ownership Plan
Succeed as One	6 Years 100% Vested	FREE	Unit Formula	30% Employee Owned
November 1st Entry	Ownership Culture	Must Be 21 Years Old To Participate in the ESOP	Fair Market Value	Contribute to Company's Success
ESOP Committees	One Year of Service	Own What You Do	October is ESOP Month	Profits

O	W	N	E	R
Allocation	Communication	One Year of Service	May 1st Entry	Construction
Own What You Do	Must Be 21 Years Old To Participate in the ESOP	30% Employee Owned	Employee Ownership Month	1000 Hours Worked
Leadership	Must Be Employed On April 30th	FREE	Trust	Annual Statements
Vested	Valuation	Contribute to Company's Success	Accountability	Pride of Ownership
November 1st Entry	Distributions	Unit Formula	6 Years 100% Vested	Ownership Culture