

B	I	N	G	O
Unit formula	6 Years 100% vested	Each One Counts	Shareholder Meeting	Ownership Culture
ESOP Month October	Teamwork	Plan Sponsor (Strand Products)	Beneficiary (Employees)	Share Value
Succeed as One	Vested	FREE	Contribute to Company's success	Must be 18 years old to participate in the ESOP
Must work at least 1 000 hrs.	Strand has been 100% employee owned since 1997	Own What You Do	Leadership	Plan Assets (Stock)
Employee/Stock/Ownership/Plan	ESOP Benefits Committee	Pride of Ownership	Year of service	ESOP Trust

B	I	N	G	O
Vested	Beneficiary (Employees)	Shareholder Meeting	ESOP Month October	Plan Sponsor (Strand Products)
Each One Counts	Year of service	Ownership Culture	ESOP Benefits Committee	Share Value
Must work at least 1 000 hrs.	Contribute to Company's success	FREE	Must be 18 years old to participate in the ESOP	6 Years 100% vested
Leadership	Pride of Ownership	Unit formula	ESOP Trust	Strand has been 100% employee owned since 1997
Own What You Do	Plan Assets (Stock)	Succeed as One	Teamwork	Employee/Stock/Ownership/Plan

B	I	N	G	O
ESOP Benefits Committee	Pride of Ownership	Beneficiary (Employees)	Plan Assets (Stock)	Contribute to Company's success
Unit formula	Must work at least 1 000 hrs.	Own What You Do	Teamwork	Ownership Culture
Succeed as One	ESOP Trust	FREE	Strand has been 100% employee owned since 1997	Leadership
Vested	Share Value	Shareholder Meeting	Year of service	Each One Counts
Must be 18 years old to participate in the ESOP	6 Years 100% vested	Plan Sponsor (Strand Products)	ESOP Month October	Employee/Stock/Ownership/Plan