

B	I	N	G	O
Succeed as One	30% Employee-Owned	1000 Hours	ESOP Account	Own What You Do
Fair Market Value	Company Performance	Share Price Reveal	Must Be 21 to Participate	5/1/2020
One Year of Service	Retirement Benefit	FREE	Annual Valuation	May 1
Employee Benefit	Company Contribution	Employee Owner	Plan Year	Employee Ownership Month
November 1	Pride of Ownership	ESOP Trust	ESOP Statement	Independent Appraiser

B	I	N	G	O
Employee Owner	ESOP Committees	Annual Valuation	Beneficiary	Leadership
Fair Market Value	Employee Stock Ownership Plan	6 Years = 100% Vested	Retirement Benefit	Automatic Participation
Own What You Do	Employee Benefit	FREE	Share Price Reveal	5/1/2020
Teamwork	Share Price	May 1	Independent Appraiser	Employee Ownership
Company Performance	ESOP Account	No Employee Contributions	Ownership Culture	One Year of Service

B	I	N	G	O
Must Be 21 to Participate	Plan Year	Annual Valuation	Beneficiary	No Employee Contributions
Fair Market Value	Company Performance	November 1	Independent Appraiser	Leadership
30% Employee-Owned	Employee Benefit	FREE	1000 Hours	Employee Stock Ownership Plan
Share Value	Automatic Participation	Years of Service	Think Like an Owner	6 Years = 100% Vested
Own What You Do	May 1	Company Success	Teamwork	5/1/2020