

B	I	N	G	O
Trust	6 Year Vesting Period	Employee Stock Ownership Plan	Steering Committee Meetings	Pride in Ownership
ESOP Contributions	Teamwork	Repurchase Obligation	Accountability	Rights and Responsibilities
Succeed as One	Trustee Meetings	I am an Owner of Carris Reels	ESOP Benefits	Oct Employee Ownership Month
Own What You Do	Stock Value	Ownership Culture	Leadership	Profitability
Fiduciary Responsibility	ESOP Communications Committees	Retirement Benefit	Vested Value	Employee Governed

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Trustee Meetings	Accountability	Steering Committee Meetings	ESOP Contributions	Repurchase Obligation
Employee Stock Ownership Plan	Vested Value	Pride in Ownership	ESOP Communications Committees	Rights and Responsibilities
Own What You Do	ESOP Benefits	I am an Owner of Carris Reels	Oct Employee Ownership Month	6 Year Vesting Period
Leadership	Retirement Benefit	Trust	Employee Governed	Stock Value
Ownership Culture	Profitability	Succeed as One	Teamwork	Fiduciary Responsibility

B	I	N	G	O
ESOP Communications Committees	Retirement Benefit	Accountability	Profitability	ESOP Benefits
Trust	Own What You Do	Ownership Culture	Teamwork	Pride in Ownership
Succeed as One	Employee Governed	I am an Owner of Carris Reels	Stock Value	Leadership
Trustee Meetings	Rights and Responsibilities	Steering Committee Meetings	Vested Value	Employee Stock Ownership Plan
Oct Employee Ownership Month	6 Year Vesting Period	Repurchase Obligation	ESOP Contributions	Fiduciary Responsibility