

B	I	N	G	O
Teamwork	100% Employee Owned	Employee Governed	Shared Information	Pride in Ownership
Decision Reports	Take Responsibility	Repurchase Obligation	6-Year Vesting Period	Rights and Responsibilities
Stock Value	Trust	I am an Owner of Carris Reels	Accountability	Oct Employee Ownership Month
Own What You Do	Steering Committee Meetings	Ownership Culture	Fiduciary Responsibility	Profit Share checks
Employee Stock Ownership Plan	Committee Meetings	Retirement Benefit	Trustee Meetings	ESOP Benefits

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Employee Governed	Trustee Meetings	Pride in Ownership	Committee Meetings	Rights and Responsibilities
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Committee Meetings	Retirement Benefit	6-Year Vesting Period	Profit Share checks	Accountability
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