

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

B	I	N	G	O
MAC ESOP Conference	Accountability	Oct Employee Ownership Month	Take Responsibility	6-Year Vesting Period
Teamwork	Stock Value	Profit Share checks	Rights and Responsibilities	Pride in Ownership
Own What You Do	Ownership Values	I am an Owner of Carris Reels	Committee Meetings	Employee Governed
Repurchase Obligation	Trust	Safety Committee	Shared Information	Basic Principals
Charitable Giving	Retirement Benefit	100% Employee Owned	Ownership Culture	Trustee Meetings

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