

ESOP

Unit formula	6 Years 100% Vested	Employee Stock Ownership Plan	Shareholder Meeting	Ownership Culture
ESOP Communications Committee	Trust	Retirement Benefit	Contribute to Company's success	Teamwork
Vested	Departmental Highlights	FREE	Must be 21 years old to participate in the ESOP	One unit for every \$10 000
Succeed as One	Own What You Do	Share Value	Employee benefit	Pride of Ownership
ESOP Benefits Committee	Soupcon	Each One Counts	Year of service	Employee Ownership Month

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Vested	Year of service	Contribute to Company's success	Own What You Do	ESOP Communications Committee
Shareholder Meeting	One unit for every \$10 000	Employee Stock Ownership Plan	Pride of Ownership	Departmental Highlights
Must be 21 years old to participate in the ESOP	6 Years 100% Vested	FREE	Employee benefit	Share Value
Employee Ownership Month	Unit formula	Each One Counts	Succeed as One	ESOP Benefits Committee
Ownership Culture	Leadership	Teamwork	Retirement Benefit	Trust

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Succeed as One	Employee benefit	Vested	Employee Ownership Month	Shareholder Meeting
Soupcon	Teamwork	Year of service	Own What You Do	Departmental Highlights
Share Value	Contribute to Company's success	FREE	Must be 21 years old to participate in the ESOP	Employee Stock Ownership Plan
Leadership	Ownership Culture	ESOP Benefits Committee	6 Years 100% Vested	Unit formula
Trust	Retirement Benefit	One unit for every \$10 000	Pride of Ownership	Each One Counts