

B	I	N	G	O
Trust	1 year waiting time	Employee Benefit	Shareholder Meeting	Own What You Do
Contribute to Company's success	Teamwork Best Practices	Pride of Ownership	401K	Share Value
Succeed as One	Vested	FREE	6 Years 100% Vested	Everyone One Counts
IdaPac 77% employee owned	Soupcon	Must be 21 years old to participate in the ESOP	Employee Stock Ownership Plan	Ownership Culture
Employee Ownership Month	Celebrate our Success	Retirement Benefit	Years of service	ESOP Team

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Vested	401K	Shareholder Meeting	Contribute to Company's success	Pride of Ownership
Employee Benefit	Years of service	Own What You Do	Celebrate our Success	Share Value
IdaPac 77% employee owned	6 Years 100% Vested	FREE	Everyone One Counts	1 year waiting time
Employee Stock Ownership Plan	Retirement Benefit	Trust	ESOP Team	Soupcon
Must be 21 years old to participate in the ESOP	Ownership Culture	Succeed as One	Teamwork Best Practices	Employee Ownership Month

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Celebrate our Success	Retirement Benefit	401K	Ownership Culture	6 Years 100% Vested
Trust	IdaPac 77% employee owned	Must be 21 years old to participate in the ESOP	Teamwork Best Practices	Own What You Do
Succeed as One	ESOP Team	FREE	Soupcon	Employee Stock Ownership Plan
Vested	Share Value	Shareholder Meeting	Years of service	Employee Benefit
Everyone One Counts	1 year waiting time	Pride of Ownership	Contribute to Company's success	Employee Ownership Month