

|                |                     |                   |                          |                               |
|----------------|---------------------|-------------------|--------------------------|-------------------------------|
| <b>B</b>       | <b>I</b>            | <b>N</b>          | <b>G</b>                 | <b>O</b>                      |
| Teamwork       | "Sweat" Equity      | ESOP Trust        | Pride of Ownership       | Innovative Ideas              |
| Contribute to  | Share Value         | Make Money!!      | 401K                     | Planning for the Future       |
| Sell Wood!!    | Vested              | <b>FREE</b>       | 6 Years = 100% Vested    | Employee Stock Ownership Plan |
| Have Fun!!     | Retirement Benefits | IdaPac Family     | Employee Ownership Month | Legendary Customer Service    |
| ESOP Valuation | 77% Employee Owned  | Ownership Culture | Years of Service         | Diversification               |

|                          |                            |                    |                               |                         |
|--------------------------|----------------------------|--------------------|-------------------------------|-------------------------|
| <b>B</b>                 | <b>I</b>                   | <b>N</b>           | <b>G</b>                      | <b>O</b>                |
| Vested                   | 401K                       | Pride of Ownership | Contribute to                 | Make Money!!            |
| ESOP Trust               | Years of Service           | Innovative Ideas   | 77% Employee Owned            | Planning for the Future |
| Have Fun!!               | 6 Years = 100% Vested      | <b>FREE</b>        | Employee Stock Ownership Plan | "Sweat" Equity          |
| Employee Ownership Month | Ownership Culture          | Teamwork           | Diversification               | Retirement Benefits     |
| IdaPac Family            | Legendary Customer Service | Sell Wood!!        | Share Value                   | ESOP Valuation          |

|                                        |                               |                       |                                  |                                |
|----------------------------------------|-------------------------------|-----------------------|----------------------------------|--------------------------------|
| <b>B</b>                               | <b>I</b>                      | <b>N</b>              | <b>G</b>                         | <b>O</b>                       |
| 77%<br>Employee<br>Owned               | Ownership<br>Culture          | 401K                  | Legendary<br>Customer<br>Service | 6 Years<br>= 100%<br>Vested    |
| Teamwork                               | Have<br>Fun!!                 | IdaPac<br>Family      | Share<br>Value                   | Innovative<br>Ideas            |
| Sell<br>Wood!!                         | Diversification               | <b>FREE</b>           | Retirement<br>Benefits           | Employee<br>Ownership<br>Month |
| Vested                                 | Planning<br>for the<br>Future | Pride of<br>Ownership | Years of<br>Service              | ESOP<br>Trust                  |
| Employee<br>Stock<br>Ownership<br>Plan | "Sweat"<br>Equity             | Make<br>Money!!       | Contribute<br>to                 | ESOP<br>Valuation              |