

B	I	N	G	O
Valuation	6 Years 100% Vested	Employee Stock Ownership Plan	Sell Wood	New Board Member: Stan Bell
Employee Owner	Turbo is as Turbo does	Retirement Benefit	Contribute to Company's success	Trust
Vested	Contributions	FREE	Pride of Ownership	IdaPac Rocks!
ESOP Trustee	Leadership	Share Value	Make Money	Rob Becker is Superman
Teamwork	Have Fun	Employee benefits	Ownership Culture	ESOP Committee

B	I	N	G	O
Pride of Ownership	New Board Member: Stan Bell	Contributions	Trust	ESOP Committee
Share Value	IdaPac Rocks!	Leadership	Turbo is as Turbo does	Contribute to Company's success
Vested	Sell Wood	FREE	Ownership Culture	Employee Owner
Employee Stock Ownership Plan	Retirement Benefit	Teamwork	ESOP Trustee	Rob Becker is Superman
6 Years 100% Vested	Valuation	Years of service	Employee Ownership Month	Employee benefits

B	I	N	G	O
Pride of Ownership	Employee Owner	Rob Becker is Superman	Employee Ownership Month	Contribute to Company's success
6 Years 100% Vested	Years of service	Employee Stock Ownership Plan	Vested	ESOP Trustee
Turbo is as Turbo does	Teamwork	FREE	Make Money	Sell Wood
ESOP Committee	Ownership Culture	Leadership	IdaPac Rocks!	Contributions
Trust	New Board Member: Stan Bell	Employee benefits	Retirement Benefit	Valuation