

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

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

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