

|                                     |                            |                                        |                                                          |                                   |
|-------------------------------------|----------------------------|----------------------------------------|----------------------------------------------------------|-----------------------------------|
| <b>B</b>                            | <b>I</b>                   | <b>N</b>                               | <b>G</b>                                                 | <b>O</b>                          |
| Unit<br>formula                     | 6 Years<br>100%<br>Vested  | Employee<br>Stock<br>Ownership<br>Plan | Shareholder<br>Meeting                                   | Ownership<br>Culture              |
| ESOP<br>Communications<br>Committee | Trust                      | Retirement<br>Benefit                  | Contribute<br>to<br>Company's<br>success                 | Teamwork                          |
| Vested                              | Departmental<br>Highlights | <b>FREE</b>                            | Must be 18<br>years old to<br>participate in<br>the ESOP | One unit<br>for every<br>\$10 000 |
| Succeed<br>as One                   | Own<br>What<br>You Do      | Share<br>Value                         | Employee<br>benefit                                      | Pride of<br>Ownership             |
| ESOP<br>Benefits<br>Committee       | Soupcon                    | Each<br>One<br>Counts                  | Year of<br>service                                       | Employee<br>Ownership<br>Month    |

|                                                 |                             |                                 |                    |                               |
|-------------------------------------------------|-----------------------------|---------------------------------|--------------------|-------------------------------|
| <b>B</b>                                        | <b>I</b>                    | <b>N</b>                        | <b>G</b>           | <b>O</b>                      |
| 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 18 years old to participate in the ESOP | 6 Years 100% Vested         | <b>FREE</b>                     | 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                         |

|                   |                                          |                                   |                                                          |                                        |
|-------------------|------------------------------------------|-----------------------------------|----------------------------------------------------------|----------------------------------------|
| <b>B</b>          | <b>I</b>                                 | <b>N</b>                          | <b>G</b>                                                 | <b>O</b>                               |
| Succeed<br>as One | Employee<br>benefit                      | Vested                            | Employee<br>Ownership<br>Month                           | Shareholder<br>Meeting                 |
| Soupcon           | Teamwork                                 | Year of<br>service                | Own<br>What<br>You Do                                    | Departmental<br>Highlights             |
| Share<br>Value    | Contribute<br>to<br>Company's<br>success | <b>FREE</b>                       | Must be 18<br>years old to<br>participate in<br>the ESOP | Employee<br>Stock<br>Ownership<br>Plan |
| Leadership        | Ownership<br>Culture                     | ESOP<br>Benefits<br>Committee     | 6 Years<br>100%<br>Vested                                | Unit<br>formula                        |
| Trust             | Retirement<br>Benefit                    | One unit<br>for every<br>\$10 000 | Pride of<br>Ownership                                    | Each<br>One<br>Counts                  |