

B	I	N	G	O
Trust	1 Year of service=eligibility	Employee Ownership Month	Retirement Benefit	No cost benefit to employee
ESOP Communications Committee	Teamwork	Ownership Culture	3 Years 100% Vested	Principal Financial Group
Succeed as One	Vested	FREE	Acme Success = Your Success	Established 2007
Great Customer Service=increase profitability	Share Value	Leadership	Employee benefit	Own What You Do
Employee Stock Ownership Plan	Contribute to Company's success	Pride of Ownership	communication is key to success	ESOP are Nationally Recognized

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Vested	3 Years 100% Vested	Retirement Benefit	ESOP Communications Committee	Ownership Culture
Employee Ownership Month	communication is key to success	No cost benefit to employee	Contribute to Company's success	Principal Financial Group
Great Customer Service=increase profitability	Acme Success = Your Success	FREE	Established 2007	1 Year of service=eligibility
Employee benefit	Pride of Ownership	Trust	ESOP are Nationally Recognized	Share Value
Leadership	Own What You Do	Succeed as One	Teamwork	Employee Stock Ownership Plan

B	I	N	G	O
Contribute to Company's success	Pride of Ownership	3 Years 100% Vested	Own What You Do	Acme Success = Your Success
Trust	Great Customer Service=increase profitability	Leadership	Teamwork	No cost benefit to employee
Succeed as One	ESOP are Nationally Recognized	FREE	Share Value	Employee benefit
Vested	Principal Financial Group	Retirement Benefit	communication is key to success	Employee Ownership Month
Established 2007	1 Year of service=eligibility	Ownership Culture	ESOP Communications Committee	Employee Stock Ownership Plan