

O	W	N	E	R
Trustee	100% Employee Owned	Dividends	Retirement Benefit	Leadership
Cash Contribution	Teamwork	Ownership Culture	6 Years 100% Vested	Succeed as One
Vested	AZCO	FREE	Employee Ownership Month	Employee Stock Ownership Plan
Shareholder Meeting	Employee benefit	Pride of Ownership	ESOP since 1998	Own What You Do
Burns & Mac	Share Value	Contribute to Company's success	Year of service	Diversification

O	W	N	E	R
Vested	Year of service	6 Years 100% Vested	Employee benefit	Cash Contribution
Retirement Benefit	Employee Stock Ownership Plan	Dividends	Own What You Do	AZCO
Employee Ownership Month	100% Employee Owned	FREE	ESOP since 1998	Pride of Ownership
Diversification	Trustee	Contribute to Company's success	Shareholder Meeting	Burns & Mac
Leadership	Each One Counts	Succeed as One	Ownership Culture	Teamwork

O	W	N	E	R
Shareholder Meeting	ESOP since 1998	Vested	Diversification	Retirement Benefit
Share Value	Succeed as One	Year of service	Employee benefit	AZCO
Pride of Ownership	6 Years 100% Vested	FREE	Employee Ownership Month	Dividends
Each One Counts	Leadership	Burns & Mac	100% Employee Owned	Trustee
Teamwork	Ownership Culture	Employee Stock Ownership Plan	Own What You Do	Contribute to Company's success