

Trustee	21 years old	Each One Counts	Plan Administrator	January/April
Contribute to Company's success	Teamwork	Participant	6 Years 100% Vested	Stock Value
Valuation	Accountability	FREE	Employee benefit	Hours of Service
Retirement Benefit	Integrity	Participant Statements	Employee Ownership Month	Ownership Culture
Beneficiary	Profitability	DOL	Vested	ERISA

Valuation	Vested	6 Years 100% Vested	Integrity	Contribute to Company's success
Plan Administrator	Hours of Service	Each One Counts	Ownership Culture	Accountability
Employee benefit	21 years old	FREE	Employee Ownership Month	Participant Statements
ERISA	Trustee	DOL	Retirement Benefit	Beneficiary
January/April	Employee Stock Ownership Plan	Stock Value	Participant	Teamwork

Retirement Benefit	Employee Ownership Month	Valuation	ERISA	Plan Administrator
Profitability	Stock Value	Vested	Integrity	Accountability
Participant Statements	6 Years 100% Vested	FREE	Employee benefit	Each One Counts
Employee Stock Ownership Plan	January/April	Beneficiary	21 years old	Trustee
Teamwork	Participant	Hours of Service	Ownership Culture	DOL