

B	I	N	G	O
Valuation	6 Years 100% Vested	Diversivification	Participation	Esop
Contribution	Teamwork	Forfeiture	Allocation	Own What You Do
Share Value	Vesting	FREE	Annual Meeting	Each Employee Counts
Employee Ownership Month	Plan Year	Erisa	ESOP Trustee	Fin Feather Fur
ESOP Communications Committee	Annual Statement	Leadership	Year of Service	Distrubution

B	I	N	G	O
Vesting	Allocation	Participation	Contribution	Forfeiture
Diversivification	Year of Service	Esop	Annual Statement	Own What You Do
Employee Ownership Month	Annual Meeting	FREE	Each Employee Counts	6 Years 100% Vested
ESOP Trustee	Leadership	Valuation	Distrubution	Plan Year
Erisa	Fin Feather Fur	Share Value	Teamwork	ESOP Communications Committee

B	I	N	G	O
Annual Statement	Leadership	Allocation	Fin Feather Fur	Annual Meeting
Valuation	Employee Ownership Month	Erisa	Teamwork	Esop
Share Value	Distrubution	FREE	Plan Year	ESOP Trustee
Vesting	Own What You Do	Participation	Year of Service	Diversivification
Each Employee Counts	6 Years 100% Vested	Forfeiture	Contribution	ESOP Communications Committee