

B	I	N	G	O
Vested	5 Years 100% Vested	Employee Stock Ownership Plan	Shareholder Meeting	Partners
Each One Counts	Trust	Retirement Benefit	Contribute to Company's success	Share Value
Teamwork	We Own It	FREE	Departmental Highlights	No monetary contribution
Own What You Do	Succeed as One	Ownership Culture	Must be 21 years old to participate in the ESOP	Pride of Ownership
Leadership	ESOP Benefits Committee	Share Repurchase	Years of service	Employee Ownership Month

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We Own It	Contribute to Company's success	Shareholder Meeting	Each One Counts	Retirement Benefit
Employee Stock Ownership Plan	Years of service	Partners	ESOP Benefits Committee	Share Value
Own What You Do	Departmental Highlights	FREE	No monetary contribution	5 Years 100% Vested
Must be 21 years old to participate in the ESOP	Share Repurchase	Vested	Employee Ownership Month	Succeed as One
Ownership Culture	Pride of Ownership	Teamwork	Trust	Leadership

B	I	N	G	O
ESOP Benefits Committee	Share Repurchase	Contribute to Company's success	Pride of Ownership	Departmental Highlights
Vested	Own What You Do	Ownership Culture	Trust	Partners
Teamwork	Employee Ownership Month	FREE	Succeed as One	Must be 21 years old to participate in the ESOP
We Own It	Share Value	Shareholder Meeting	Years of service	Employee Stock Ownership Plan
No monetary contribution	5 Years 100% Vested	Retirement Benefit	Each One Counts	Leadership