B	I	N	G	O
Teamwork	"Sweat" Equity	Board of Directors	Planning for the Future	Employee Stock Ownership Plan
6 Years = 100% Vested	Share Value	LB Water	100% Employee Owned	Penny's Matter
Retirement Benefits	Vested	**FREE**	401K	Diversification
ESOP Valuation	Pride of Ownership	Employee Ownership Month	Customer Bill of Rights	Have Fun!!
Contribute to	50 Years	Ownership Culture	Years of Service	Benefits

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B	I	N	G	O
Vested	100% Employee Owned	Planning for the Future	6 Years = 100% Vested	LB Water
Board of Directors	Years of Service	Employee Stock Ownership Plan	50 Years	Penny's Matter
ESOP Valuation	401K	**FREE**	Diversification	"Sweat" Equity
Customer Bill of Rights	Ownership Culture	Teamwork	Benefits	Pride of Ownership
Employee Ownership Month	Have Fun!!	Retirement Benefits	Share Value	Contribute to

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B	I	N	G	O
50 Years	Ownership Culture	100% Employee Owned	Have Fun!!	401K
Teamwork	ESOP Valuation	Employee Ownership Month	Share Value	Employee Stock Ownership Plan
Retirement Benefits	Benefits	**FREE**	Pride of Ownership	Customer Bill of Rights
Vested	Penny's Matter	Planning for the Future	Years of Service	Board of Directors
Diversification	"Sweat" Equity	LB Water	6 Years = 100% Vested	Contribute to

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