

O	W	N	E	R
Traffic CoP	100% Employee Owned	\$104.16 - As of 12/31/17	ESOP Annual Cycle	Profitability
MSA	Building Team CoP	Teamwork	Ownership Culture	3 Years = 40% Vested
Pride of Ownership	Stormwater CoP	FREE	Transparency	5 Years = 80% Vested
Own What You Do	Employee Stock Ownership Plan	Strategic Planning	Board of Directors	Environmental CoP
Roadway CoP	GIS CoP	Potable Water CoP	Shareholder Meeting	Pride in Ownership

O	W	N	E	R
ESOP Participants	Stormwater CoP	Employee Stock Ownership Plan	ESOP Messaging	Municipal CoP
Environmental CoP	ESOP Contributions	6 Year Vesting Period	Accountability	Next 50
MSA's ESOP Story	Leadership	FREE	36% Share Price Increase	Strategic Planning
QA/QC	Employee Ownership Month	5 Years = 80% Vested	Employee Voice	Teamwork
3 Years = 40% Vested	Transparency	Surveying CoP	2 Years = 20% Vested	Own What You Do

O	W	N	E	R
Profitability	Mosiac	4 Years = 60% Vested	Employee Voice	Next 50
Strategic Planning	Fiduciary Responsibility	MSA's ESOP Story	Celebrating Ownership	ESOP Benefits
Payout Schedule	Trust	FREE	Quarterly Update / Roadshow	Pride of Ownership
Parks and Recreation CoP	S-Corp	5 Years = 80% Vested	Appraiser	Planning CoP
Building Team CoP	Potable Water CoP	Municipal CoP	100% Employee Owned	Employee Ownership Month