

B	I	N	G	O
Valuation	1979	100% Vested	ESOP Loan	Participant
Hours of Service	Distribution	Stock Statement	Normal Retirement Age	20%
Ownership Culture	Share Allocation	FREE	Vested Amount	Allocation
Months of Service	Employee Stock Ownership Plan	Compensation	Entry Date	Retirement Plan
Fair Market Value	Overtime	September 19th	Forfeiture	Emerson Rickstrew

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Share Allocation	Employee Stock Ownership Plan	Eligibility	January 1st	Entry Date
Effective Date of the Plan	Beneficiary Designation	Company Contribution	Long-term benefit	Ineligible Employee
Forfeiture	Administration	FREE	Communication & Education	Participant
Employees	Stock Statement	Vested Amount	Share Value	20%
Months of Service	Allocation	Distribution	ESOP Loan	October

B	I	N	G	O
Vesting Schedule	Plan Year	Ownership Culture	Normal Retirement Age	SPD
Beneficiary Designation	Company Contribution	Open Book Management	Ineligible Employee	Distribution
Overtime	January 1st	FREE	Long-term benefit	1979
Employee Contributions	100% Vested	Hours of Service	Valuation	Communication & Education
Zero \$	Years of Service	E&C Committee	Allocation	Participant