B	I	N	G	O
Teamwork	3 Years 100% Vested	100% Company Funded	Employee benefit	Pride of Ownership
Live Our Culture	ESOP Committee	Succeed	Own Up	Employee Ownership Month
Ownership Culture	Shares Based on Compensation	**FREE**	Be Your Best	Must complete 1 Year of Service to Enter
Go Above and Beyond	Have A Voice	Retirement Benefit	Leadership	Own What You Do
Share Value	Give Back	Exceed Expectations	Make An Impact	Entry Points are January 1st and July 1st

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B	I	N	G	O
Be Your Best	Commitment	Must complete 1 Year of Service to Enter	Live Our Culture	Leadership
Be Engaged	Shares Based on Compensation	Pride of Ownership	Go Above and Beyond	Have A Voice
Succeed	3 Years 100% Vested	**FREE**	Teamwork	Make An Impact
Innovate	Employee Ownership Month	Entry Points are January 1st and July 1st	Own What You Do	Vested Based on Yrs of Service
Ownership Culture	Own Up	Share Value	ESOP Committee	100% Company Funded

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B	I	N	G	O
Leadership	ESOP Committee	Must complete 1 Year of Service to Enter	Success	Be Your Best
Work With Integrity	Vested Based on Yrs of Service	Employee Ownership Month	Be Engaged	Pride of Ownership
Own Up	Employee benefit	**FREE**	3 Years 100% Vested	Teamwork
Live Our Culture	Ownership Culture	Have A Voice	Go Above and Beyond	Exceed Expectations
Own What You Do	Share Value	Innovate	100% Company Funded	Commitment

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