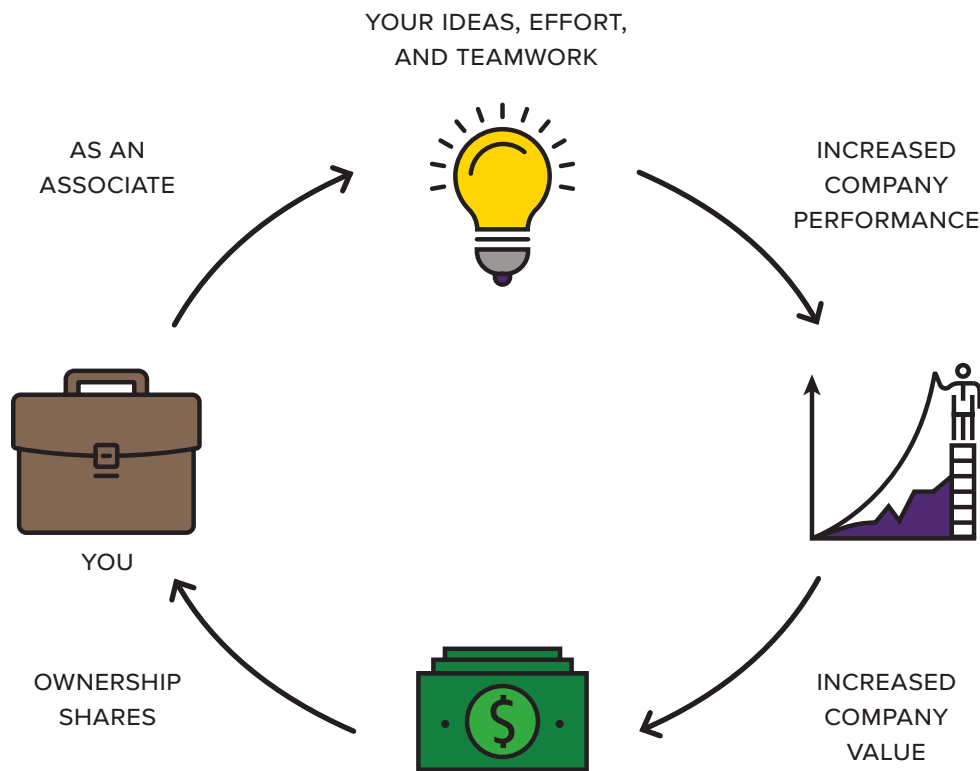




The Ownership Advantage

Employee ownership is a different way of doing business. Everyone knows what it means to be an associate, but what does it mean to be an owner?

Ownership is about going above and beyond the call of duty to make your company successful. But it's also about sharing in the financial rewards that success brings. Employee ownership closes the loop between associates and owners, creating a powerful dynamic that benefits our people, our customers, and our community.



Here's how it works. As an associate, you contribute your effort, your ideas, and your teamwork every single day. Your work, combined with the work of your fellow associate-owners, drives company performance and increases the value of our business. This value flows back to you as an owner through an increased share price.

Because we are all owners, increased company performance turns into dollars in the bank for everyone. The more that each of us can do to make our company successful, the better off we will all be financially. That's the ownership advantage.

