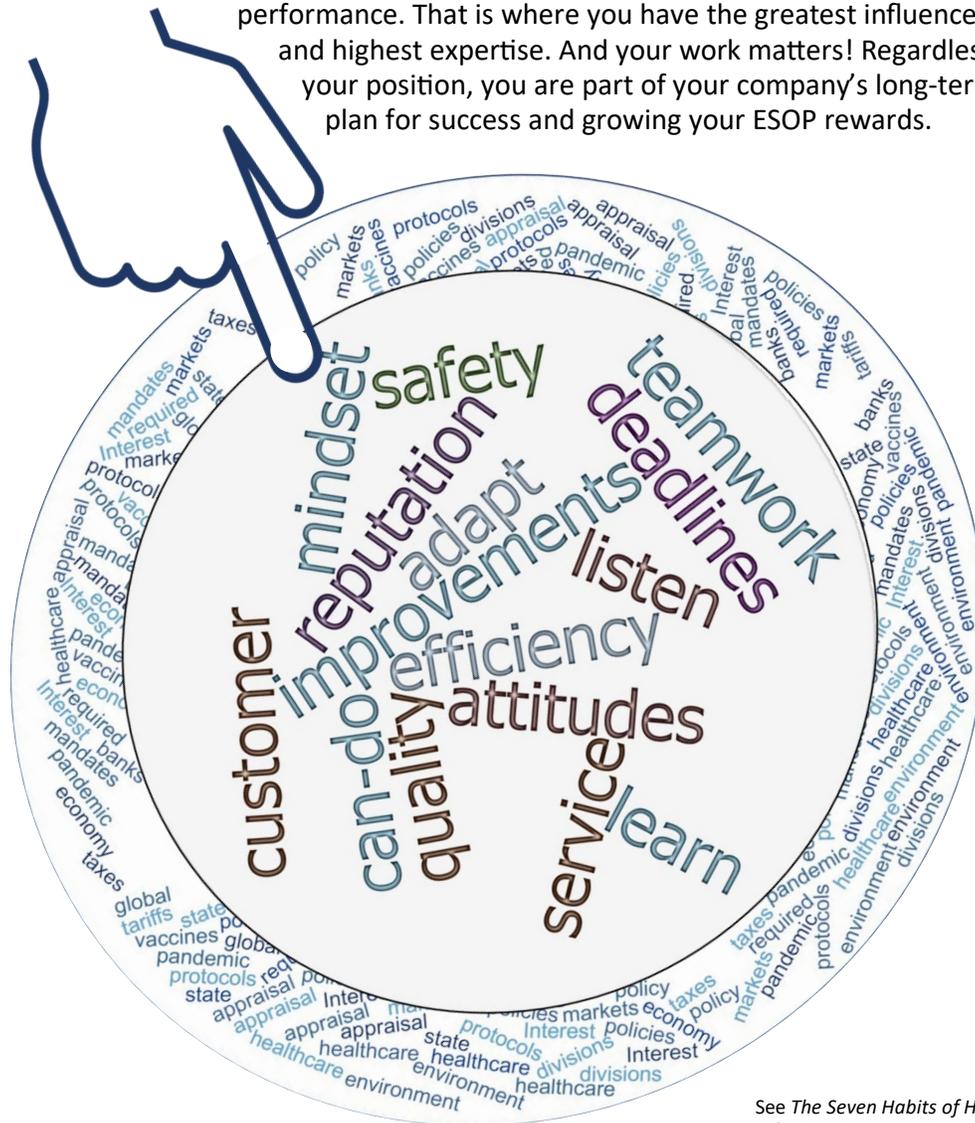


ESOP UPDATE

Information about your Employee Stock Ownership Plan (ESOP)

Focus on your circle of influence

This year all companies — and employees — have had to adapt quickly to things that no one could control. Employee-owned businesses have a built-in advantage in times of rapid change, but only when each person sees the power of their daily actions. An effective employee owner focuses on their own job performance. That is where you have the greatest influence and highest expertise. And your work matters! Regardless your position, you are part of your company's long-term plan for success and growing your ESOP rewards.



See *The Seven Habits of Highly Effective People* by Stephen Covey for more on the concept of your "circle of influence."