

ESOP UPDATE

Information about your Employee Stock Ownership Plan (ESOP)

What's the value of my ESOP account?

The value of your ESOP account depends on two things: how many shares are in your account and the value of your company's shares. Let's look at what sets this value in privately held ESOPs.



How is value determined?

Each year, your ESOP trustee (or trustees) hires an independent professional firm to determine your company's fair market value. This is called the valuation or appraisal. Your company's yearly valuation determines how much the stock in your account is worth. Stock value can go up or down.

How can I contribute to increased value?

Everyone wants the value of their stock to go up. While there are some factors in the market we can't control, a big part of what makes our stock value grow over time is the company's ability to continue to meet business goals and grow. Your actions, no matter what your job, contribute to company performance.

Company reputation impacts ESOP rewards.

Everything from the way we talk to customers to how we deliver quality work on time affects our reputation. Growth in the business and the value of the stock relies on the reputation each employee builds today. You are a caretaker of company reputation.

Care for company property increases our value.

Employees should be aware that replacing damaged or lost equipment shrinks the value of our business. When we find ways to avoid damage and waste, we are keeping dollars in the company and increasing the value of our shares.

Your daily actions affect the valuation of our stock!