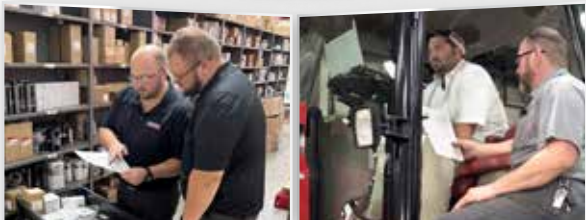


WITH THE ESOP

You make a difference!



**THE ESOP IS 100%
COMPANY FUNDED
& TEAMWORK
HELPS US GROW!**



The ESOP Example

Employee X started in 2018 at an average wage
(example uses \$55,000 salary).

Based on current trends, here is a sample value
progression of their ESOP holdings over a 40-year period:

YEAR	BALANCE	\$ CHANGE	% VESTED
2018	-	-	-
2019	\$2,934	\$2,934	20%
2020	\$7,704	\$4,769	40%
2021	\$17,172	\$9,468	60%
2022	26,400	\$9,228	80%
2023	\$35,100	\$8,700	100%
2028	\$91,245	\$56,145	100%
2038	\$277,871	\$186,626	100%
2048	\$663,145	\$385,274	100%
2058	\$1,423,113	\$759,967	100%

WOW!

Past performance does not reflect future ESOP balance outcomes.

ESOP FAQs

What Helps The ESOP Grow Faster?

In a nutshell, having a great team of employees working in harmony is the best way to aggressively grow ESOP holdings. As the company hires quality people who work hard and truly adopt a team mindset, it allows the entire enterprise to operate more efficiently - resulting in higher profits which positively effect the ESOP!

How Can I Impact The Value Of My ESOP Account?

The great part about the ESOP is that each employee can truly have a direct impact on their account value. As the company performs better and grows, so does your ESOP financial stake. So the best way to impact your ESOP holdings is to be a great employee! Going the extra mile for a customer, being efficient with your time, sharing ideas that may improve our processes, valuing company inventory & resources and being a dependable team member are all ways we grow together as a company and positively impact the ESOP!

TRUE GROWTH

Takes Teamwork!



*Proudly 100%
Employee Owned!*

HRAGRIPOWER.COM f t i y in

What is The ESOP?

ESOP stands for **EMPLOYEE STOCK OWNERSHIP PLAN**

This plan allows H&R Agri-Power employees to earn ownership shares of the company over their tenure – meaning the company's success translates directly to your financial benefit!

**WE ARE PROUDLY
100% EMPLOYEE OWNED
WITH 21 LOCATIONS
ACROSS 6 STATES!**



H&R AGRI-POWER
THE **POWER** TO GET YOU **MORE!**



HOW THE ESOP WORKS *in 4 easy steps!*

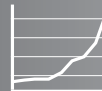
#1 CONTRIBUTION
of stock



#2 ALLOCATION
to employees



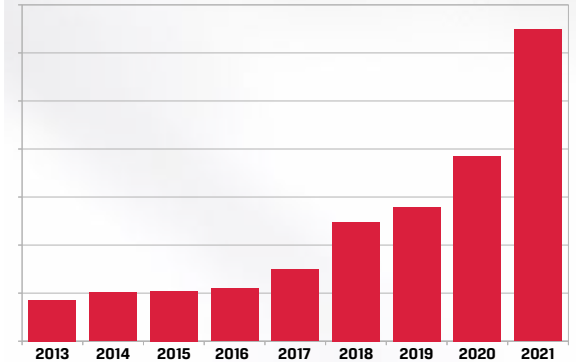
#3 VALUATION
of what ESOP
shares are worth



#4 DISTRIBUTION
of ESOP funds



STOCK VALUE HISTORY



*Stock values do fluctuate year-over-year, growth is not guaranteed

6-YEAR GRADUATED VESTING

