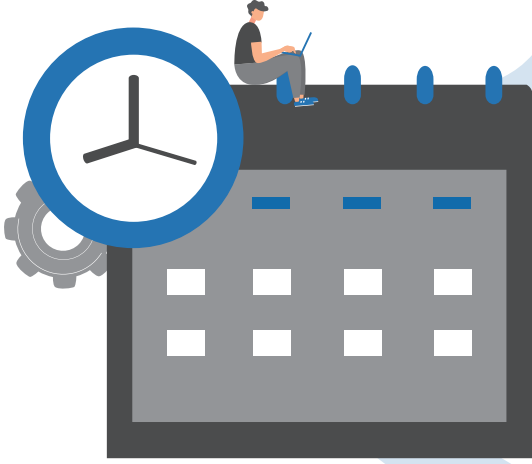


Andesa has been proudly employee-owned since 2015.

Everyone at Andesa has the opportunity to be an owner. **You automatically become an owner. No action is required on your end.**



Each year, every owner receives shares of company stock.

Shares are paid for with Andesa profits. **There is no cost to you whatsoever.** Your shares are held in your “Employee Stock Ownership Program” or “ESOP” Account.

Ownership benefits you financially.

Each year you receive additional shares. As our company grows and performs better, your shares can increase in value. You can see the value of your shares on your Annual Statement. **You will get a new statement usually in every year, typically in the Summer timeframe.**



Ownership closes the loop between the company’s success and your financial success.

The better our company performs, the more your shares are worth. Employee ownership is a team game. **Everyone at Andesa needs to understand their role as employee and as owner for us to be successful.**

To reward long-term commitment among our owners, your shares are subject to *vesting*.

“Vested” shares are yours and cannot be taken back, even if you leave the company. **Over time more of your shares become vested until you are 100% vested after six years.**



Ways you get paid as an owner:

Upon retirement or leaving the Company, Andesa will buy your vested shares.