

BETWEEN THE LINES

Your Company, Your News

EMPLOYEE

STOCK

OWNERSHIP

PLAN

ESOP Awareness Month

Every October we celebrate ESOP Awareness Month by educating our employee owners on our unique employee stock ownership plan (ESOP) and what it means to be a part of this organization. Here are a few quick stats on the benefits of ESOP organizations:

- ESOP companies pay wages that are 5-12% higher than non-ESOP companies in the same industry.
- Retirement account balances in ESOP companies are 2.5 times higher.
- ESOP companies grow 2.5 times faster than those companies without employee ownership.
- Employee-owned companies are found to be superior in performance, employee benefits and employee motivation.

Voted by you, the employee owners, is the list of our updated company values, which we strive to live by:



Acts with Integrity – making decisions in the best interest of the company, taking time to consider the “right thing to do” and treating others with respect.



Laser Customer Focus – proactively assessing customers’ needs, under-promising & over-delivering on commitments and going above & beyond to provide both internal & external customers with the highest level of service.



Work Smart – assessing every situation to ensure the safety of employee owners, confirming highest quality product is delivered to the customer in the most efficient manner.



Always Seeking Improvement - bias for action, using company resources to grow return on investment, with backbone to identify the right course for the business.

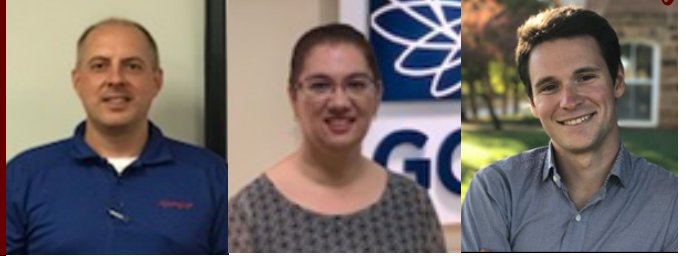


Produce Results – focusing on key outputs for department/business by critically considering right priorities, fighting through setbacks and rising to the occasion to provide a successful outcome.



This year, we recognized those individuals who went above and beyond to make our family-oriented company what it is today. Take a look at, and get to know, your fellow employee owners!

Acts With Integrity



Travis Cumbey Operations Manager HYD
Lissette Stewart Controller GCC
Alik List Mechanical Engineer SIT

Laser Customer Focus



Michael Fournier Project Manager SIT
Amy Vlck Accounting Associate EOHI
Skyler Baxter Repair Technician HYD



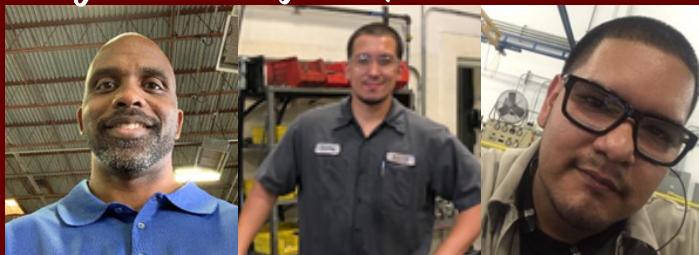
Todd Connaghan Repair Technician HYD
Mersed Tihic Assembly Mechanic GCC

Work Smart



Eli Baltierrez Hose Technician HYD
Tom Kelley Field Service Tech GCC
David Gwartney Quality Inspector SIT

Always Seeking Improvement

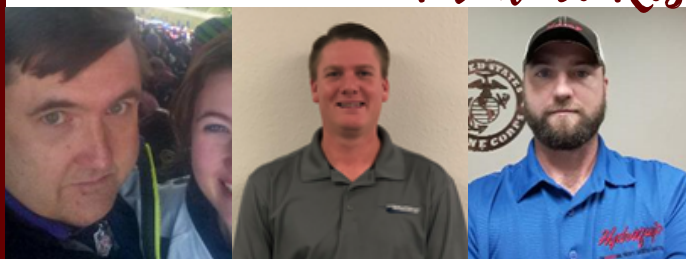


Carlos Edwards Warehouse Associate GCC
Carlos Tiel-Gil Repair Technician GCC
Fidel Loreda Assembly Tech HYD



Lauren Cooper Marketing Manager EOHI
Derek Sherwood Mechanical Engineer SIT

Produce Results



Scott Sund Account Manager GCC
Josh Jones Field Service Tech SIT
Brad Gronemeyer Repair Coordinator HYD



ELITECONTROLS