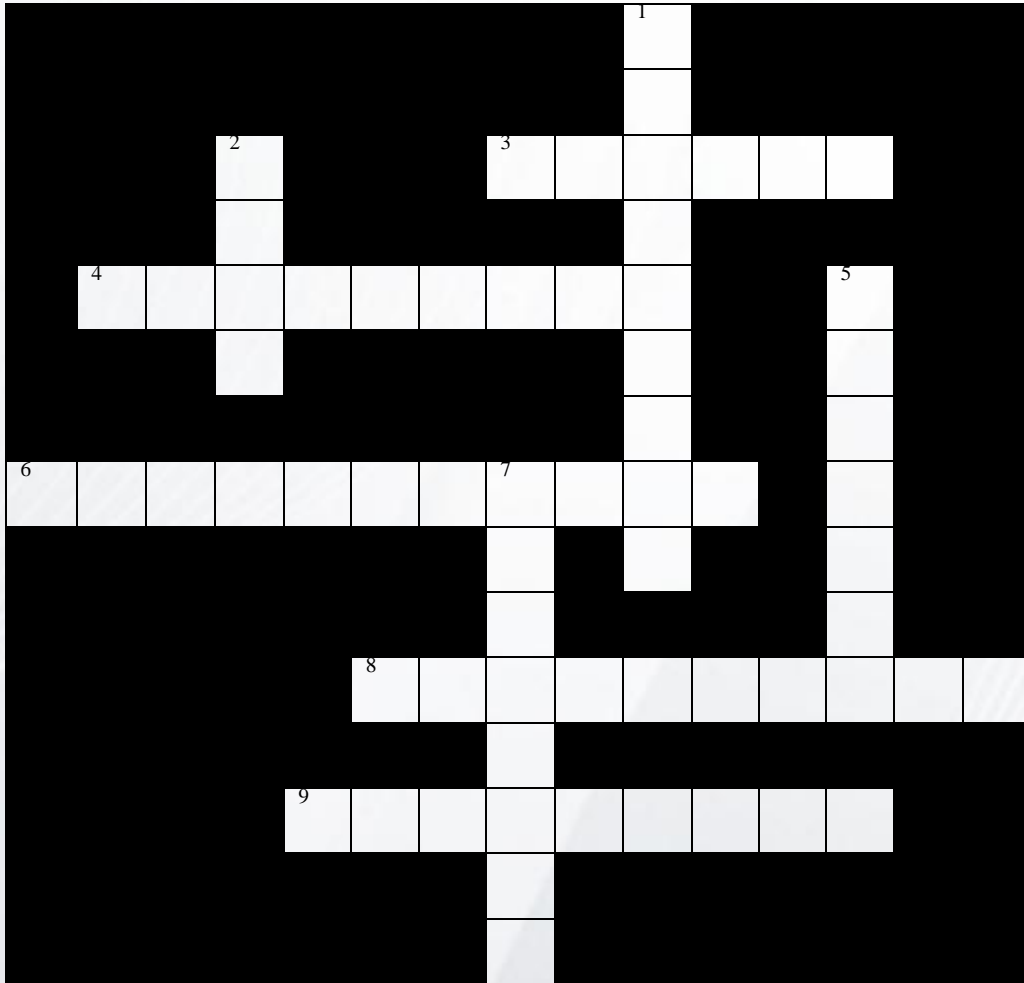


ESOP CROSSWORD PUZZLE

- ❖ Fill out the crossword puzzle by answering the phrases. Submit this to the ESOP Education Committee via the submit button below. The answers will be released the morning of Friday, October 26th.
- ❖ Employee-owners who return this form will be entered into a raffle for a random drawing. Winner will be announced in the afternoon on Friday, October 26th Tropical Day!



DOWN:

1. Age requirement eligible to participate in ESOP. **TWENTYONE**
2. The last word in ESOP. **PLAN**
5. Employee Ownership Month. **OCTOBER**
7. Our current ESOP Administrator. **SWERDLIN**

ACROSS:

3. Our current ESOP Trustee. **ALERUS**
4. A document that reflects the amount of stock you have. **STATEMENT**
6. How many hours must an employee work to be eligible to participate in ESOP? **ONETHOUSAND**
8. Who became an ESOP corporation in 1975? **CARLWARREN**
9. People that make up a company. **EMPLOYEES**