

ESOP GLOSSARY

ALLOCATIONS >

Stock units or cash that are given to you.

STOCK VALUE >

Current price of the company share of stock. How you perform or "Own it" has a big impact on the price along with outside factors.

VALUATION >

Once every year an outside firm determines what the stock value is.

TRUSTEE >

An outside firm that manages the assets of the ESOP trust and acts solely in the interest of the plan's participants and beneficiaries.

DISTRIBUTION >

When the ESOP account balance is paid out to a participant.

VESTING >

The portion of the ESOP that belongs to you and cannot be forfeited.

DID YOU KNOW?

Over 13 million employees in 6,700 companies are employee owners!

OWN it!

To learn more, reach out to the ESOP Committee at esop@nussbaum.com



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Check the LiNK app for more resources, including the ESOP road map and ESOP introduction powerpoint



EMPLOYEE
OWNED >
PURPOSE
DRIVEN



Nussbaum Transportation Services, Inc.

EMPLOYEE OWNED **PURPOSE DRIVEN**

ESOP BREAKDOWN

- E** **EMPLOYEE**
Benefit from this entirely company-funded plan
- S** **STOCK**
Invested in privately-held Nussbaum stock
- O** **OWNERSHIP**
Share in Nussbaum's long-term success
- P** **PLAN**
Earn ownership value with no financial investment

HOW YOU CAN

OWN it!

Take pride in your work, and do your best to serve customers

Take care of your equipment

Operate efficiently, and implement good driving habits

Take personal responsibility in making your company stronger

TO BECOME ELIGIBLE

1 WORK AT NUSSBAUM

hired: October 15, 2018

2 MEET THESE REQUIREMENTS

12 months of service
23 paychecks
18 years old

3 BECOME ELIGIBLE

eligible: October 15, 2019

4 ENTER ESOP RETROACTIVELY

enter: January 1, 2019
To receive the annual contribution for each year, you must receive 23 paychecks and be employed on 12/31

WHAT DOES BEING AN OWNER IN AN ESOP COMPANY MEAN?

Nussbaum's future success could mean significant retirement savings in addition to your 401(k).

Each year, you'll receive shares of company stock that represent your ownership.

BECOMING FULLY VESTED

Years of Service	% Vesting
Less than 2	0%
2	20%
3	40%
4	60%
5	80%
6 or more	100%

WHEN IS MONEY DISTRIBUTED?

**Waiting period may apply*

- Retirement
- Leaving the Company
- Death

BENEFICIAL OWNERSHIP

You have a financial stake in the company. When the company does well, you can benefit from the value of stock in your account.

OWN it! each day to impact Nussbaum's success and the value of your stock.