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AMS Industries, Inc. ESOP Communication Committee Charter

Purpose

The committee shall act on behalf of the corporation to support the achievement of the corporation's ownership objectives. The committee will play a key role in creating ownership culture to drive business performance. To cultivate an ownership culture, where employees think and act like owners-taking responsibility for their own jobs, understand the business, take initiatives to improve company performance, and provide input into decisions that affect them. Ownership objectives may be financial, cultural, and operational. Goals and objectives of the committee are as followed:

- To serve as ESOP advocates, communicating the ESOP and keeping employee ownership visible to the workforce as a whole.
- Encourage "Ownership Thinking" for all employee owners, allowing them to take initiative to solve customer and company problems.
- Foster "Ownership Behaviors" for all employees by improving everyday behaviors that support business goals.
- To make recommendations to senior leadership about various ESOP related issues.
- To provide two-way communications between employee-owners and senior leadership.
- To contribute directly to improving business performance and achieving the corporation's strategic goals.
- ESOP education and training for employees, financial literacy education.
- Gathering employee input and providing to senior leadership.

Committee Membership

Identified members shall agree to serve an initial term of not less than two (3) years. Following the initial term, members shall agree to serve a term of not less than one year.

When a term concludes, new members will be voted in via election by current ESOP members. The committee will be replacing one member every six (6) months based on term start date. This will ensure that new voices and perspectives are heard and to provide different opportunities for different people across the organization.

Committee Meeting

Meeting shall be held in person not less than once each quarter. If additional meetings are required based on a specific need, the committee chair shall coordinate this.