



5 THINGS YOU NEED TO KNOW ABOUT YOUR EMPLOYEE STOCK OPTIONS

1

Your Forfeit Value: the potential value you forfeit if you leave the company.

(Provides Prospective)

Grant ID	Grant Type	Expire Date	Exercise Price	Vested TV \$	Vested BSV \$	Unvested TV \$	Unvested BSV \$	Total TV \$	Total BSV \$
I2003	ISO	3/3/2013	\$7.7200	4,512	199,212	0	0	4,512	199,212
N2005	NQSO	3/7/2015	\$10.2900	17,119	219,936	0	0	17,119	219,936
N2007	NQSO	3/12/2017	\$27.8100	110,016	110,016	36,672	36,672	146,688	146,688
S2009	SAR	3/2/2019	\$19.2900	58,665	121,865	58,665	121,865	117,331	243,731
Total				190,313	651,030	95,337	158,537	285,650	809,567

Forfeit Value = Time Value of Vested + Black Scholes Value of Unvested

\$ 348,850

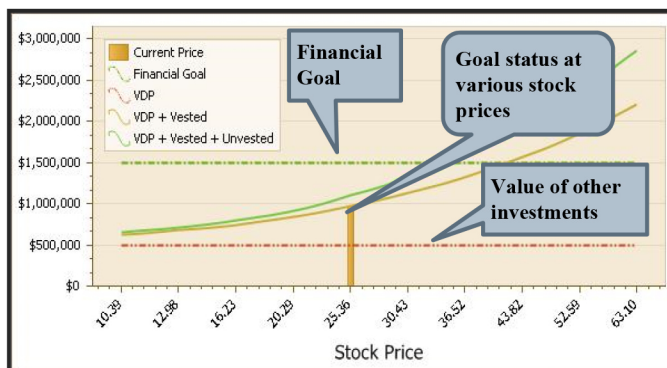
Potential Stock Price	Incremental Change	Option Value \$	Option Value Change
\$11.14	-20.00 %	44,401	-57.94 %
\$13.92	-20.00 %	105,564	-42.04 %
\$17.40	-20.00 %	182,127	-42.58 %
\$21.75	-20.00 %	317,191	-39.46 %
\$27.19	0.00 %	523,917	0.00 %
\$32.63	20.00 %	798,122	52.34 %
\$39.15	20.00 %	1,137,169	42.48 %
\$46.98	20.00 %	1,544,337	35.81 %
\$56.38	20.00 %	2,033,146	31.65 %
\$67.66	20.00 %	2,619,717	28.85 %

A 20% change in stock price (up or down) yields a 52% increase and a 39% decrease in ITM value

2

The upside & downside leverage in portfolio value with a 20% change in stock price.

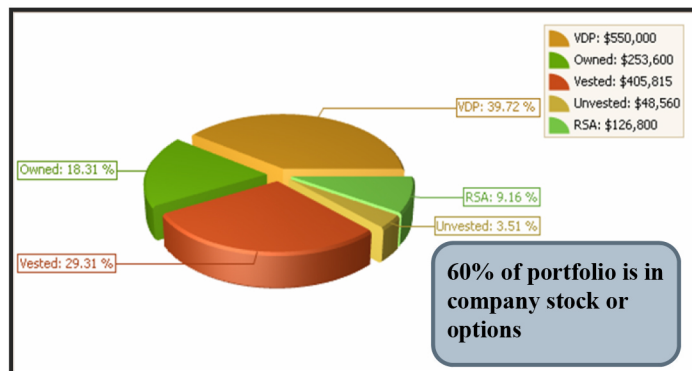
(Illustrates Potential)



3

The stock price at which your financial goal is attained.

(Aids in Long-Term Planning)



4

Your concentration percentage in company stock, restricted shares and stock options.

(Exposes Risk)

97.7% of grant's theoretic potential has been achieved

5

Your Insight Ratios: the percentage of time value remaining in each stock option.

(Facilitates Decisions)

Grant ID	Grant Type	Expire Date	Exercise Price	Vested ITMV \$	Vested TV \$	Vested BSV \$	Insight Ratio
I2003	ISO	3/3/2013	\$7.7200	194,700	4,512	199,212	2.26 %
N2005	NQSO	3/7/2015	\$10.2900	202,817	17,119	219,936	7.78 %
N2007	NQSO	3/12/2017	\$27.8100	0	110,016	110,016	100.00 %
S2009	SAR	3/2/2019	\$19.2900	63,200	58,665	121,865	48.14 %
Total				460,717	190,313	651,030	