

SFC 1473 (Over)  
(8-92)

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(1) Options vest over twelve (12) months as follows: 2,500 on 11/19/99, 2,500 on 2/19/00, 2,500 on 5/19/00 and the final 2,500 options on 8/19/00.

August 23, 1999  
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Date

Note: File three copies of this Form, one of which must be manually signed.  
If space provided is insufficient, see Instruction 6 for procedure.