

# EMPLOYEE STOCK PURCHASE PLAN (ESPP)

## What's in it for me?

### Participation is voluntary

### Ownership opportunity

- Allows you to purchase company stock and share in the Company's success.

### How can I contribute?

- Contribute a minimum of \$25 per pay period up to \$1,000 or 15% of eligible pay.
- Your contributions accumulate for 6 months.
- Your accumulated contributions on the purchase date will be used to buy stock shares at a discount.

### Example of Purchase (for illustration purposes only):

*January 31, 2023 FMV = \$91.22*

*August 1, 2023 FMV = \$101.23*

The ESPP compares the Fair Market Value (FMV) from the offering date and the purchase date. You'll get a 15% discount on the lowest price of the two dates.

The purchase price is 15% off the lowest of the two dates

$\$91.22 \times 15\% = \underline{\$77.537}$

*If you contribute \$25 per paycheck, you would be able to purchase 8 shares. The purchase cost is \$620.296 but the stock value would be \$729.76. The total gain on your contribution would be \$109.46 with \$29.70 carried over to the next offering period.*

Scan the QR code to learn more about the ESPP



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