

# 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):

*February 1, 2024 FMV = \$85.22*

*July 31, 2024 FMV = \$103.15*

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

$\$85.22 \times 15\% = \underline{\$72.437}$

*If you contribute \$25 per paycheck, you would be able to purchase 8 shares. The purchase cost is \$570.496 but the stock value would be \$825.20. The total gain on your contribution would be \$254.704 with \$70.504 carried over to the next offering period.*

