



PO Box 3288
Omaha, NE 68103-0288

ACCOUNT NUMBER _____

Employee Stock Option Agreement

Agreement

I hereby request that Ameritrade Financial Services, Division of Ameritrade, Inc., extend credit to me in my margin account and remit funds payable to

Your Company's Name/"Grantor"

in payment of the aggregate exercise price (the "Exercise Price"), plus any applicable withholding for taxes, of the employee stock option (the "Options") of the common stock of the Grantor, as set forth below and in the accompanying "Letter of Intent to Exercise Stock Option" form. I hereby authorize and direct Ameritrade Financial Services to take delivery of the stock power which permits the deposit of the shares in my account upon receipt by Ameritrade Financial Services.

I hereby represent that:

- The options were granted to me as compensation arising out of my status as an employee of the Grantor.
- I have received from the Grantor a prospectus covering the sale of shares to me.
- The information contained in the accompanying "Letter of Intent to Exercise Stock Option" form regarding the Option details is accurate and correct.
- I am aware that the exercise of the Options and/or the subsequent sale of shares acquired thereby may result in a tax liability with possible adverse tax consequences. I acknowledge that neither Ameritrade Financial Services nor its officers, employees or agents have given me tax advice, and I am relying solely on other sources for advice with respect to the tax effect of the transactions contemplated hereby.

5. Please check the appropriate circle.

- I am I am not an officer, director or ten (10) percent shareholder of the Grantor.
 I have I have not been notified by the Grantor that I am an "affiliate" as defined in Rule 144 under the Securities Act of 1933, as amended.
 I am I am not subject to the provisions of Section 16(b) of the Securities Exchange Act of 1934, as amended.

- I am not aware of any material information concerning the Grantor which has not been publicly disclosed.
- If the "Letter of Intent to Exercise Stock Option" form provided by Ameritrade Financial Services does not satisfy the requirements of the Options, I have also enclosed a day executed "Letter of Intent to Exercise" in a form acceptable to the Grantor.
- All of the representations made herein are true and accurate. I understand that Ameritrade Financial Services will rely upon them in conjunction with this transaction and that I may be held liable for any losses which result from any representations which prove to be inaccurate.
- If these shares are sold, I agree to be liable for any losses that Ameritrade Financial Services may incur as a result of a failure to receive these securities in a timely manner.

I authorize Ameritrade Financial Services, at its sole discretion, to communicate with the Grantor regarding the acquisition and disposition of the shares, including, without limitation, notification of the sale of stock acquired as the result of exercise of a stock option, and matters relating to income tax withholding.

I understand that this extension of credit by Ameritrade Financial Services to exercise the option and pay my required withholding for taxes will result in a debit balance in my margin account that will be maintained in full accordance with margin credit regulations set forth by the Board of Governors of the Federal Reserve System. As security for the discharge of the indebtedness and other obligations to Ameritrade Financial Services, I agree that Ameritrade Financial Services will have a continuing security interest in securities and other property now or hereafter held in my brokerage account with Ameritrade Financial Services.

I further understand that Ameritrade Financial Services will not require the immediate sale of shares received from the exercise. I agree to deposit and maintain sufficient, acceptable collateral in my margin account to secure my indebtedness to Ameritrade Financial Services.

Print Name *First, Middle Initial, Last, Suffix*

Account-Owner Signature

Date

Co-Owner Signature

Date

Please stop here! This section must be completed by the company ("Grantor").

Accepted and acknowledged by person named below on behalf of the company ("Grantor").

Print Name *First, Middle Initial, Last, Suffix*

Title

Signature

Date

Day Telephone Number