

Opening Your Charles Schwab Stock Plan Account (Online Process—Approximately 5 Minutes)

Through Charles Schwab, you can open and manage your account online by following the detailed instructions below. Please feel free to contact one of our Participant Services representatives with any questions you may have at 1-800-654-2593. All representatives are capable of helping you with all of your equity compensation and investment needs. International clients may access this toll free number by first dialing an AT&T Direct Dialing Code located at: <http://www.business.att.com/bt/tollfree.jsp>.

To open your Schwab stock plan account, simply connect to the Internet and visit: <http://equityawardcenter.schwab.com>. Then, click on “Begin working with Schwab” to begin the account opening process. Once you begin the account opening process you cannot save it and come back to it later, so please give yourself enough time to finish the process once you begin.

The screenshot shows the Charles Schwab Equity Award Center website. The page layout includes a top navigation bar with the Charles Schwab logo and a 'Contact Us' button. Below the navigation bar, there are tabs for 'Home', 'Stock Plan Services', 'Other Schwab Financial Services', and 'About Schwab Complete Account Access'. The main heading is 'Schwab Equity Award Center®'. On the left side, there is a photo of a smiling woman and a section titled 'Instant Access' with a link to 'Find out if you are eligible for instant online access to Schwab Equity Award Center®, including our extensive education and modeling tools for your equity awards.' Below this is a section 'Take advantage of your equity compensation...' with text: 'If you are a recipient of an equity award, please call one of our stock plan specialists at 800-654-2593 to find out if you, too, can use Equity Award Center to take full advantage of your equity compensation.' The 'Financial Guidance' section is circled in red and contains three links: 'Begin working with Schwab', 'Online account opening', and 'Downloadable forms'. The 'Why Schwab' section lists several benefits: 'Online equity award transactions -- or exercise via phone with dedicated equity compensation specialists', 'Up-to-date award and vesting information', 'Access a library of premium educational content', and 'Full-range of financial services'. On the right side, there is a 'Participant Login' form with fields for 'Login ID' and 'Password', and a 'Login' button. Below the login form are links for 'Forgot your password?', 'Add Web access to your existing account', 'Privacy & Security', and 'Login to other Schwab sites' (Schwab.com and Schwabplan.com). There is also a 'News & Insights' section with links to 'Market Summary', 'Market Insight', and 'Schwab's Daily Market Update'. At the bottom right, there is a market data table for DJIA, NASDAQ, and S&P 500, along with a line chart showing the DJIA index over time.

PLEASE NOTE: To complete the online account opening process you will need your employee ID number, your home address (the address your company has on file for you), and your social security number.

New to Charles Schwab?

You will need to open a brokerage account for your stock options or other equity awards. Clicking the link below (circled) will launch the online account opening process, detailed on the following pages.

charles SCHWAB Schwab Complete Account Access

Home **Stock Plan Services** Other Schwab Financial Services About Schwab Complete Account Access

Overview Online Forms **Get Started**

Getting Started with Schwab Stock Plan Services

If you are new to Schwab, you will need to open a brokerage account to exercise your stock options. As an existing Schwab client, you may be able to use your current brokerage account to exercise.

Make your selection:

- [I'm New to Charles Schwab](#)
- [I'm an Existing Schwab Customer](#)

New Clients

Open your account online:

You may be eligible to [open your account online](#) in just minutes if your company provides us with information to verify your identity.

Download an online account opening guide, for [US/Domestic participants](#) or [International/Non-US participants](#).

Complete a paper-based account application:

Ready to open your account?

- [Get Started](#) (Instructions)
- [Online Forms](#)

For Assistance Call:

- Employee Stock Options and Equity Awards/Stock Plan Services: **1-800-654-2593**
- Schwabplan: **1-800-724-7526**
- PCRA: **1-888-393-7272**
- Brokerage: **1-800-435-4000**

Stock Plan Services Representatives are available from 9am to 9pm Eastern Time. Monday through Friday. All representatives are licensed and capable of helping you with all of your equity compensation and investment needs.

(International clients may access toll free numbers by first dialing an [AT&T Direct Dialing Code](#))

If you are an existing Schwab customer with an eligible account*, you may click on the "I'm an Existing Schwab Customer" link, then select the "use your existing account link" and follow the online prompts.

*Eligible Account Types: Individual Schwab One or brokerage account may be used to exercise your employee stock options. Joint Schwab One or brokerage accounts may be used by US employees to exercise your employee stock options. Account types that cannot be used to exercise your employee stock options include, but are not limited to, Individual Retirement Accounts (IRAs), Personal Choice Retirement Accounts (PCRA) Partnerships, Limited Liability Corporation (LLC), Custodial, Corporate or 401(k). If you are unsure of your account eligibility, please contact a Schwab representative at 1-800-654-2593.

Symbol Validation

Enter your company's trading symbol and click the "Continue" button to determine whether your company permits electronic account opening. If they don't, you will see a link to the pdf version of the account opening forms.

charles SCHWAB
CORPORATE SERVICES

Instant Access Eligibility

To determine your eligibility for instant access to Schwab's Equity Award Center™, please enter the following information to enable us to determine the appropriate account type for you. You will then be guided through a short process.

If you already have a Schwab Account, you may call Stock Plan Services at 1-800-654-2593 for instructions on how to access Equity Award Center. Representatives are available Monday through Friday, 9:00 am to 9:00 pm Eastern Time.

Please enter the trading symbol of your company:

Cancel

Continue

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Unauthorized access is prohibited. Usage will be monitored. (0002-1403)

STEP 1—Country of Residence

Personal Information

Enter your country of residence, your country of citizenship and any country of secondary citizenship, if applicable.

Schwab Equity Award Center Application

Application Steps

1. **Country of Residence**
2. Participant Data
3. Personal Profile
4. Account Features
5. Account Verification

Step 1: Country of Residence

*What is your country of residence?

*What is your primary country of citizenship?

What is your secondary country of citizenship?

* Required fields

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STEP 2—Participant Data

Participant Identity

The following data is matched to your company's records for validation purposes:

Domestic Employees

- First Name
- Last Name
- Social Security Number/TIN
- Employee ID
- Home City
- State

Schwab Equity Award Center Application

Application Steps

1. Country of Residence
2. **Participant Data**
- Participant Identity
- Account Usage
3. Personal Profile
4. Account Features
5. Participant Data

Step 2: Participant Data

Company trading Symbol XYZ - XYZ Company

First Name

Last Name

Social Security Number/TIN - -

Employee ID

Home City

State

Privacy Policy

We respect your privacy. Schwab will use the information you provide to verify your identity, and may later on use the information you submit to notify you about products and services that you may find useful. Please read our [privacy policy](#) about [online security](#) and our [Schwab Security Guarantee](#). Our policy is always available for your review on the home page of our web site.

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STEP 2—Participant Data

Account Usage

Please answer these questions about how you plan to use your account.

When finished, please click "Continue."

Schwab Equity Award Center Application

Application Steps

1. Country of Residence
2. Participant Data
 - Participant Identity
 - **Account Usage**
3. Personal Profile
4. Account Features
5. Participant Data

Please answer the following questions about how you plan to use this account, so we can ensure that you receive the Schwab account that best suits your needs.

1. Which methods do you plan to use to exercise your equity awards? (select all that apply)

Exercise and Sell / Same-Day Sale
 Exercise and Hold

2. If you receive proceeds from the sale of options, which of the following methods will you use? (select all that apply)

I will request a check for the amount of the proceeds.
 I will request a wire transfer to another account outside Schwab.
 I plan to re-invest the proceeds in this or another Schwab account.

3. Do you plan to transfer assets (securities and/or cash) from another institution to your Schwab account?

I will transfer assets from another institution to my Schwab account.

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STEP 3—Personal Profile

Account Holder Information

Please fill out this information to create your personal profile.

When finished, please click "Continue."

Schwab Equity Award Center Application

Application Steps	Step 3: Personal Profile	Privacy Policy						
1. Country of Residence	<table border="1"> <thead> <tr> <th>First Name</th> <th>Middle Name</th> <th>Last Name</th> </tr> </thead> <tbody> <tr> <td>Gayla</td> <td></td> <td>Young</td> </tr> </tbody> </table>	First Name	Middle Name	Last Name	Gayla		Young	<p>We respect your privacy. Schwab will use the information you provide to verify your identity, and may later on use the information you submit to notify you about products and services that you may find useful. Please read our privacy policy about online security and our Schwab Security Guarantee. Our policy is always available for your review on the home page of our web site.</p>
First Name	Middle Name	Last Name						
Gayla		Young						
2. Participant Data	<p>Social Security Number: 001-00-0000</p> <p>Address: * <input type="text" value="739 Corte Rosa Linda"/></p> <p><input type="text"/></p>							
3. Personal Profile	<p>City: * <input type="text" value="Camarillo"/></p> <p>State: * <input type="text" value="CALIFORNIA"/></p> <p>ZIP/Postal Code: * <input type="text"/></p>							
- Account Holder Information	<p>Is this your Legal Address? Yes. <input checked="" type="radio"/> Use this as my legal address No. <input type="radio"/> Use a different address.</p> <p>Home Phone: * <input type="text" value="1234567890"/> (ex. 8006542593)</p> <p>Business Phone: (Optional) <input type="text" value="5555555555"/> (ex. 8006542593)</p> <p>Date of Birth: * <input type="text"/> Month/Day/Year(YYYY)</p>							
- Employment Information	<p>Are you a 10% Shareholder, Director or Officer? * <input type="radio"/> Yes <input type="radio"/> No</p> <p>Are you affiliated with or employed by a stock exchange or member firm of an exchange or the NASD, or a municipal securities broker-dealer? * <input type="radio"/> Yes <input type="radio"/> No</p>							
- Investment Profile	<p>All Required fields are denoted with a red *.</p> <p><input type="button" value="Back"/> <input type="button" value="Continue"/></p>	<p>This is a Secure Application</p>						
4. Account Features								
5. Participant Data								

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STEP 3—Personal Profile

Employment Information

Please fill out this information regarding your employment and answer the questions at the bottom of the screen.

When finished, please click "Continue."

Schwab Equity Award Center Application

Application Steps

1. Country of Residence
2. Participant Data
3. Personal Profile
 - Account Holder Information
 - **Employment Information**
 - Investment Profile
4. Account Features
5. Participant Data

Step 3: Personal Profile: Employment

Employment Status *

SELECT

Occupation **Employer (or industry)**

Are you a Director, 10% Shareholder, or Policy-making Officer of any Publicly Traded Companies? * i

No Yes

Are you an Employee, Director, or Owner of any Securities Firm(s)? * i

No Yes

Are you a Professional Subscriber? * i

No Yes

All Required fields are denoted with a red *.

Securities industry regulations require that we ask these questions.

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STEP 3—Personal Profile

Investment Profile

Please fill out this information regarding your investment profile. Do not forget to answer the regulatory questions at the bottom of the screen.

When finished, please click "Continue."

Schwab Equity Award Center Application

Application Steps

1. Country of Residence
2. Participant Data
3. Personal Profile
 - Account Holder Information
 - Employment Information
 - **Investment Profile**
4. Account Features
5. Participant Data

Step 3: Account Holder Information (cont'd)

Family Information

Marital Status Number of Dependents

Investment Profile

Annual Income * Investment Experience *

Liquid Net Worth *

Overall investment objective for this account *

Additional Regulatory Questions *

Are you, or are any of your immediate family members, a current or former senior official in the executive, legislative, administrative, military, or judicial branch of any non-U.S. government; a senior official of a major non-U.S. political party; or a senior executive of an enterprise owned by a non-U.S. government; or do you maintain a close personal or professional relationship with such an individual?

No

Yes (If yes, complete the section below.)

Name of Official Officials Title and Country

Your Relationship:

Self

Relative

Other (please describe):

All Required fields are denoted with a red *.

Securities industry regulations require that we ask these questions.

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STEP 4—Account Features

Account Features

The margin feature is optional and is not required for the purposes of exercising your employee stock options or other equity awards.

Unless otherwise instructed, Schwab will add the feature to your account.

When finished, please click "Continue."

Schwab Equity Award Center Application

<p>Application Steps</p> <ol style="list-style-type: none"> 1. Country of Residence 2. Participant Data 3. Personal Profile 4. Account Features <li style="text-align: center;">- Account Features 5. Participant Data 	<p>Step 4: Account Features</p> <p><input checked="" type="checkbox"/> Margin Trading To trade on margin, you borrow from Schwab, using all your Schwab brokerage assets as security for your loan. Read the Margin Risk Disclosure.</p> <p>Earn Income on Your Uninvested Cash Uninvested cash in your Account will earn interest in accordance with the Bank Sweep feature. Read more ></p> <p style="text-align: center;"> <input type="button" value="Back"/> <input type="button" value="Continue"/> </p>
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Margin Trading is automatically enabled on Schwab One Accounts. If you do not wish to have margin trading, simply deselect the check box.

You may select another eligible Cash Feature after your Account is opened by speaking with a Schwab representative.

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STEP 5—Participant Data

Consent

Please review points 1 – 4 on this screen. Check the “Consent” box if you acknowledge points 1 – 4.

You can download and print the documents on this screen for future reference.

When finished, please click “Continue.”

Schwab Equity Award Center Application

<p>Application Steps</p> <ol style="list-style-type: none"> 1. Country of Residence 2. Participant Data 3. Personal Profile 4. Account Features 5. Participant Data - Consent - Verify Account Information 	<p>Step 5: Consent</p> <p>By checking on the “I consent” box below, you signify:</p> <ol style="list-style-type: none"> 1. That you consent to receive and read in electronic format the following documents: <ul style="list-style-type: none"> • Schwab's Privacy Policy • Application Agreement • Charles Schwab Pricing Guide • Schwab One Account Agreement • Amendment • Paperless Documents Informed Consent • Employee Stock Option Exercise and Equity Award Agreement Terms • Supplemental Terms and Conditions • Electronic Services Agreement • MoneyLink Terms and Conditions • Margin Risk Disclosure 2. You have demonstrated and verified that you are able to view the above Agreements and Disclosures by clicking on each hypertext link. 3. By clicking on the “I consent” box below, you are also acknowledging receipt of the pre-arbitration dispute provision contained in the Application Agreement, Section 15, page 2. 4. You understand that by providing an electronic signature you will be entering into a legally binding agreement, the equivalent of a signed, written contract. <p>If you are not able to view the electronic documents above or do not agree with the representations above, please exit this electronic transfer process by closing the window. This is a one-time consent for this electronic application process. Exiting will constitute the withdrawal of your consent. If you check the “I consent” box below, we will create an electronic record of your consent.</p> <p style="text-align: center;"><input type="checkbox"/> I Consent</p> <p style="text-align: center;"> Back Continue </p>	<p>Privacy Policy</p> <p>We respect your privacy. Schwab will use the information you provide to verify your identity, and may later on use the information you submit to notify you about products and services that you may find useful. Please read our privacy policy about online security and our Schwab Security Guarantee. Our policy is always available for your review on the home page of our web site.</p> <p style="text-align: center;">This is a Secure Application</p>
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STEP 5—Participant Data

Verify Account Information

Please verify the information that you provided during the application process. You can click the "Change Information" link if you need to make any changes.

If all of the information is correct, please click the "Continue" button at the bottom of the page.

Schwab Equity Award Center Application

Application Steps

1. Country of Residence
2. Participant Data
3. Personal Profile
4. Account Features
5. Participant Data

- Consent

- **Verify Account Information**

Step 5: Verify Account Information

This is a [Secure Application](#)

Please double check the information you have entered.

Account Holder Information [Change Information](#)

Name: GAYLA YOUNG
 Alias:

Home Address: 739 CORTE ROSA LINDA
 CAMARILLO, CA

Home Phone:

Business Phone:
 Email:

Mailing Address: 739 CORTE ROSA LINDA
 CAMARILLO, CA

Citizenship: UNITED STATES Legal Residence: UNITED STATES

[Change Information](#)

Date of Birth:

Social Security Number:

Driver's License:

Employment Information [Change Information](#)

Status: Employed
 Employer Name: XYZ
 Occupation: Manager

Companies which you are a Director, 10% Shareholder, or Policy-Making Officer:
 None
 Indicate if you are Employed by Securities Firm(s) or are a Director or Owner:
 NO
 Are you a professional subscriber?
 NO

Family Information [Change Information](#)

Marital Status: Married Dependents:

Investment Profile [Change Information](#)

Annual Income: \$25,000 to \$49,999
 Liquid Net Worth: \$25,000 to \$49,999
 Experience: Limited
 Objective: Income

Account Features [Change Information](#)

Margins: YES

You must check this box if you have been notified by the IRS that you are subject to backup-withholding.

The IRS does not require you to consent to any provision of this document other than the certification required to avoid back-up withholding.

If you check the "I Agree" box below, we will create an electronic record of your agreement.
 I Agree

Back
Continue

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Web-Enroll your Account

This screen displays your account number and provides a link ("click here") to web enroll and create a Login ID and Password for access to your awards at Schwab's Equity Award Center.

You can print this screen, by selecting the "Print Now" button, and keep it for your records.

If you choose not to print the screen, please write down your account number for future reference.

New Account Number: **99999999**

As a result of your new brokerage account, you must create a new Login ID and Password. 2007.03.03 at 12:01:22 AM EST

Please [click here](#) to web enroll your account for access to Equity Award Center.

PRINT NOW

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