**MLC - Logo - Tricolor -  3MLC - Logo - Tricolor -  3HOW DO I BENEFIT FROM ESOP?** You benefit several ways ...

1. **OVER TIME, YOU RECEIVE COMPANY SHARES**

It is important that you understand the graphic below. In 2012, Mission’s shares value was $5.09.



For example: if at the end of the year 2012, you had 100 shares, the total value was $509 that is 100 shares times $5.09 equals a total of $509. And, as you can see on the graph, the more shares you own, the larger your stock account value increases.

¿Do you know how many shares you have?

1. **YOU MAY ALSO RECEIVE DIVIDENDS**

The company may decide to issue dividends like it did in 2010 and 2012.

1. **YOU CAN BE PROMOTED TO A POSITION OF MORE RESPONSIBILITY**

If you move to a position of more responsibility within the company, your wages may increase, and then you will be receiving a higher percentage in shares.

1. **THE LONGER YOU ARE IN THE PLAN, THE MORE SHARES YOU CAN EARN**

For example: The first year in the program, you will be vested 0%. At the end of the second year, your vesting percentage is 20% and so forth until you become 100% vested after 6 years in the program. See the table below:

|  |  |  |
| --- | --- | --- |
| **Years (ESOP)** | **%**  **Vested** | **Example: 3600 shares at $5.09 each ($18,324)** |
| 1 | 0% | “0% vested” means that you own $0 dollars. |
| 2 | 20% | “20% vested” means that you own $3,665 dollars. |
| 3 | 40% | “40% vested” means that you own $7,330 dollars. |
| 4 | 60% | “40% vested” means that you own $10,994 dollars. |
| 5 | 80% | “80% vested” means that you own $14,660 dollars. |
| 6 | 100% | “100% vested” means that you own $**18,324** dollars. |