



EMPLOYEE STOCK PURCHASE PLAN

Substitute W-9 Form

Request for Taxpayer Identification Number and Certification

Instructions: Complete and sign this form if you **are** a U.S. citizen or resident. If you are **not** a U.S. citizen or resident, please complete the W-8 certification.

Employee Name:

Last	First	Middle
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Permanent Home Address	City	State/Province	Country	ZIP/Postal Code
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Employer Name and Work Location

Part I: Taxpayer Identification Number

Enter your U.S. Social Security Number on the line below:

Part II: Certification

Under penalties of perjury, I hereby certify that:

- (a) the Number set forth above is my correct Social Security Number,
- (b) I am not subject to backup withholding, either because I have not been informed by the Internal Revenue Service ("IRS") that I am subject to backup withholding as a result of a failure to report all my interest or dividends, or because the IRS had notified me that I am no longer subject to backup withholding and
- (c) I am a U.S. person (including a U.S. resident alien)

Certification Instruction: You must cross out the language in clause (b) if you have been notified by the IRS that you are subject to backup withholding due to underreporting of interest or dividends, and you have not received a notice from the IRS that backup withholding is no longer required.

Your Signature

Date

NOTE: Failure to complete this section may result in backup withholding of any payments to you