Exhibit 3
Early Exercise with Fully Vested Options

Grant Year:	Year 1	Year 2	Year 3	Year 4	Year 5	Year 6	Year 7	Year 8	Year 9	Year 10
										121.41
									105.57	
								91.80		91.80
							79.82		79.82	
						69.41		69.41		69.41
					60.35		60.35		60.35	
				52.48		52.48		52.48		52.48
			45.63		**45.63**		**45.63**		**45.63**	
		39.68		39.68		39.68		39.68		39.68
	34.50		34.50		34.50		34.50		34.50	
30.00		30.00		30.00		30.00		30.00		30.00
	26.09		26.09		26.09		26.09		26.09	
		22.68		22.68		22.68		22.68		22.68
			19.72		19.72		19.72		19.72	
				17.15		17.15		17.15		17.15
					14.91		14.91		14.91	
						12.97		12.97		12.97
							11.28		11.28	
								9.80		9.80
									8.52	
										7.41