

EXHIBIT 4 Equity Compensation Disclosures	
Grants of Plan-Based Awards Table	Tabular disclosure with narrative disclosure; presents terms of grants made during the current year, including estimated future incentive plan payouts of equity as well as nonequity plan awards. The table must also disclose the number of shares of stock underlying the incentive awards and the grant-date fair value of each equity award computed in accordance with SFAS 123(R).
Outstanding Equity Awards at Fiscal Year-End Table	Tabular disclosure with narrative disclosure; discloses equity compensation that was awarded in previous years, remains outstanding, and is unexercised or unvested.
Option Exercises and Stock Vested Table	Tabular disclosure with narrative disclosure; discloses amounts realized during the most recent fiscal year when a named executive officer exercises an option or a stock award vests.