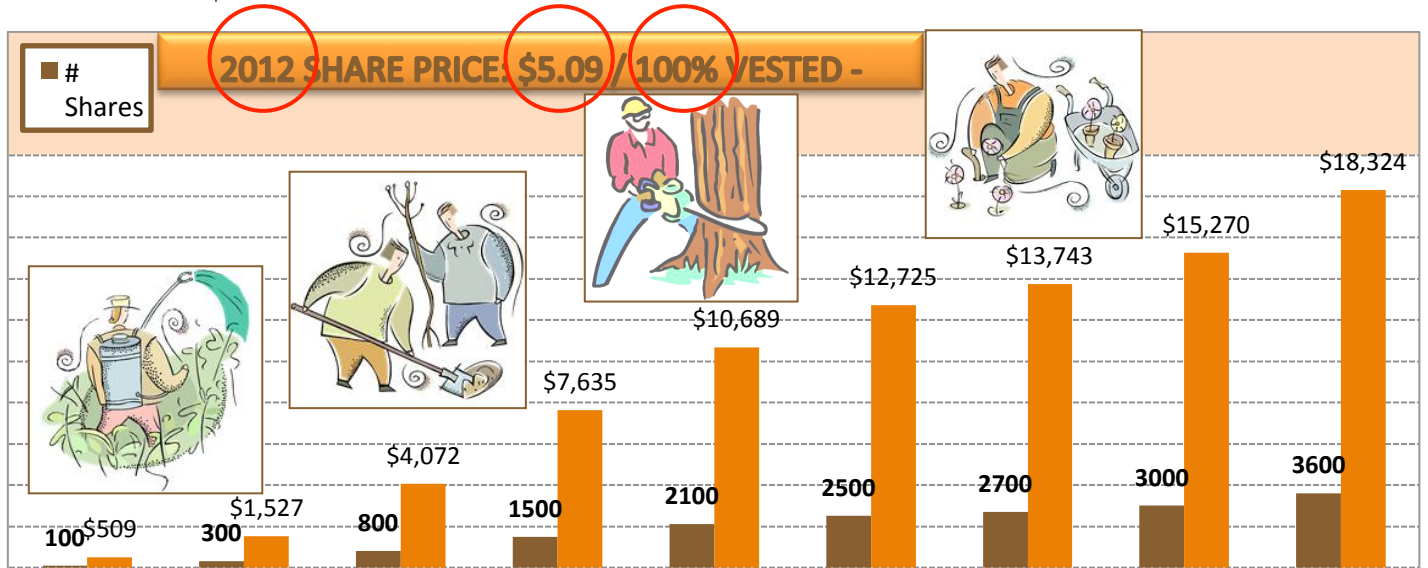


**HOW DO I BENEFIT FROM ESOP?** You benefit several ways ...

**A. 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?*

**B. YOU MAY ALSO RECEIVE DIVIDENDS**

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

**C. 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.

**D. 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.