

THE SHARES REPRESENTED BY THIS CERTIFICATE HAVE NOT BEEN REGISTERED UNDER THE SECURITIES ACT OF 1933 (THE "ACT"). THE SHARES MAY NOT BE SOLD OR OFFERED FOR SALE IN THE ABSENCE OF (A) AN EFFECTIVE REGISTRATION STATEMENT FOR THE SHARES UNDER SUCH ACT, (B) A 'NO ACTION' LETTER OF THE SECURITIES AND EXCHANGE COMMISSION WITH RESPECT TO SUCH SALE OR OFFER OR (C) SATISFACTORY ASSURANCES TO THE CORPORATION THAT REGISTRATION UNDER SUCH ACT IS NOT REQUIRED WITH RESPECT TO SUCH SALE OR OFFER.

THE SHARES REPRESENTED BY THIS CERTIFICATE ARE SUBJECT TO CERTAIN REPURCHASE RIGHTS AND RIGHTS OF FIRST REFUSAL GRANTED TO THE CORPORATION AND ACCORDINGLY MAY NOT BE SOLD, ASSIGNED, TRANSFERRED, ENCUMBERED, OR IN ANY MANNER DISPOSED OF EXCEPT IN CONFORMITY WITH THE TERMS OF A WRITTEN AGREEMENT DATED NOVEMBER 16, 2000 BETWEEN THE CORPORATION AND THE REGISTRED HOLDER OF THE SHARES (OR THE PREDECESSOR IN INTEREST TO THE SHARES). A COPY OF SUCH AGREEMENT IS MAINTAINED AT THE CORPORATION'S PRINCIPAL CORPORATE OFFICES.

The Shares represented by this certificate are subject to all the terms of an Agreement dated as of November 8, 2000, between the corporation and its Shareholders, a copy of which is on file at the office of the corporation. Such Agreement, among other thins, limits the right of the owner to sell, assign, transfer, pledge or encumber the Shares represented hereby and that the towner is subject to certified the state of the governance of the

Class A Common other thins, limits the right of the owner to sell, transfer, pledge or encumber the Shares represented hereby and provides corporation under conditions set the condition of the in the Agreement.

Ralph Yarro

Ralph Yarro

November 16, 2000

November 16, 2000

November 16, 2000

Ralph Yarro

Ralph Yarro

November 16, 2000

November 16, 2000

			Shaves
within	Certificat	e, and do	nereby
nd appoi	int		0
~ <i>y</i>			Attorney
Thares on	the books	of the wither	n named
			within Certificate, and dend appoint Thaves on the books of the within power of substitution in the

NOTICE THE SIGNATURE OF THIS ASSIGNMENT MUST CORRESPOND WITH THE NAME AS WRITTEN UPON THE FACE OF THE CENTRICATE, IN EVERY PARTICULAR WITHOUT ALTERATION, ENLARGEMENT, OR ANY CHANGE WHATEVER.