

GN STORE NORD A/S

International Stock Incentive Plan

April 2006

Table of Contents

Section 1.	Plan; Purpose	2
Section 2.	Definitions	2
Section 3.	Administration	5
Section 4.	Shares of Stock Available for Awards.....	6
Section 5.	Eligibility	7
Section 6.	Awards	8
Section 7.	Vesting; Termination of Employment.....	9
Section 8.	Change of Control or Business Divestiture	9
Section 9.	General Provisions Applicable to Awards	10
Section 10.	Amendment and Termination	10
Section 11.	Tax Withholding and Reporting	11
Section 12.	Limitation on Implied Rights.....	11
Section 13.	Government and Stock Exchange Regulations.....	12
Section 14.	Awards under Other Plans or Sub-Plans	13
Section 15.	No Trust of Fund Created.....	13
Section 16.	Termination.....	13
Section 17.	Governing Law	13
Section 18.	Jurisdiction.....	14
Section 19.	Severability	14
Section 20.	Headings	14

SECTION 1. *Plan; Purpose.*

The GN Great Nordic A/S International Stock Option Incentive Plan is hereby amended and restated as the GN Store Nord A/S International Stock Incentive Plan as further amended from time to time (amended on 3rd April 2006) according to section 10 hereof (the “**Plan**”). The Plan as so restated at any time in the latest version shall govern all Awards issued hereunder on or after April 18, 2002. The purpose of the Plan is to enable GN Store Nord A/S (the “**Company**”) to achieve superior financial performance, as reflected in the performance of its capital stock and other key financial or operating indicators by (i) providing incentives and rewards to certain Employees who are in a position to contribute materially to the success and long-term objectives of the Company, (ii) aiding in the recruitment, motivation and retention of Employees of outstanding ability, and (iii) providing Employees an opportunity to acquire or expand equity interests in the Company, thus aligning the interests of such Employees with those of the Company’s Shareholders. Towards these objectives, the Plan provides for the grant of Options.

SECTION 2. *Definitions.*

As used in the Plan, the following terms shall have the meanings set forth below:

“**Authorization**” shall mean the authorization, by the shareholders of GN Store Nord A/S, of the Board to adopt the Plan, as reflected in Article 4.5 of the Articles of Association of GN Store Nord A/S.

“**Award**” shall mean any grant of an Option under the Plan.

“**Award Agreement**” shall mean any written or electronic agreement, contract or other instrument or document evidencing any Award, which shall be duly executed by a Participant as a condition precedent to receiving an Award or the benefit under an Award.

“**Board**” shall mean the board of directors of the Company.

“**Business Divestiture**” shall mean either (i) the sale or other disposition by the Company to any Person other than an affiliate of the Company, or (ii) the spin-off, de-merger or similar transaction concerning, one of the business units of the Company, where such transaction does not constitute a Change of Control, or (iii) a sale or other disposal of a Subsidiary of the Company.

“**Change of Control**” shall mean the occurrence of any of the following events:

(a) Any Person (other than an affiliate of the Company), or group of Persons acting as a group, acquires beneficial ownership of securities representing one-third or more of the combined voting power of the Shares then outstanding; or

(b) A reorganization, merger or consolidation of the Company is consummated (other than a reorganization resulting from the Company’s insolvency), in each case, unless, immediately following such reorganization, merger or consolidation, (i) more than two-thirds of the combined voting power of the then outstanding voting securities of the resulting entity is then beneficially owned, directly or indirectly, by all or substantially all of the individuals and entities who were the beneficial owners of the Shares outstanding immediately prior to such reorganization, merger or consolidation in substantially the same proportion as their beneficial ownership of the Shares immediately before the reorganization, merger or consolidation, (ii) no Person or group, acting as a group (excluding for this purpose any affiliate of the Company) beneficially owns, directly or indirectly, one-third or more of the combined voting power of the then outstanding voting securities of such resulting entity and (iii) at least a majority of the members of the board of directors or similar body of such resulting entity were members of the Board at the time of the execution of the initial agreement providing for such reorganization, merger or consolidation; or

(c) The consummation of (i) a complete liquidation or dissolution of the Company (other than as a result of the Company’s insolvency) or (ii) the sale or other disposition of all or substantially all of the assets of the Company, other than to any entity with respect to which, immediately following such sale or other disposition, (A) more than two-thirds of the combined voting power of the then outstanding voting securities of the resulting entity is then beneficially owned, directly or indirectly, by all or substantially all of the individuals and entities who were the beneficial owners of the Shares outstanding immediately prior to such sale or other disposition of assets, and (B) no Person or group, acting as a group (excluding for this purpose any affiliate of the Company) beneficially owns, directly or indirectly, one-third or more of the then outstanding voting securities of such resulting entity.

“**Committee**” shall mean the Board or one or more committees of the Board designated by the Board to administer the Plan.

“Company” means GN Store Nord A/S, together with its subsidiaries, successors and assigns.

“Disabled” or “Disability” shall be defined based upon rules developed by the Committee to ensure consistency of application recognizing the standards as defined for the country of residence of the affected individual.

“Eligible Individual” shall mean an Employee of the Company or a Subsidiary.

“Employee” means any individual, including any officer of the Company, who is on the active payroll of the Company or a Subsidiary at the relevant time. Employee shall not include any seasonal, independent contractors, leased or temporary Employees.

“Exercise Price” shall mean the price at which a share of Shares may be purchased by a Participant pursuant to an Award.

“Fair Market Value” shall mean the Fair Market Value of a Share, calculated as the average of closing prices for the: (i) twenty trading days following publication of the Company’s annual report, for the annual general grant and; (ii) the average of closing prices for the five trading days following the Company’s regular quarterly financial announcement most recently preceding the hire date of an individual selected to receive a mid year hiring grant.

“Host Country,” with respect to any Award, means the country in which the recipient of such Award is principally based at the time of such Award.

“Option” shall mean an option to purchase Shares at such price and under such terms as designated by the Committee and described in Section 6.

“Participant” shall mean an Eligible Individual or any permitted transferee under the Plan of an Eligible Individual who has an Award outstanding.

“Person” shall mean any individual, corporation, partnership, association, joint-stock company, trust, unincorporated organization, government or political subdivision thereof or other entity.

“Shares” shall mean shares of capital stock of the Company, whether they are issued or held in treasury, or such other securities of the Company as may be designated by the Committee from time to time.

“Subsidiary” means any Company as to which the Company (i) directly or indirectly holds stock or other voting securities representing the majority of the outstanding voting power, (ii) has a right to appoint or remove the majority of the members of the board of directors, (iii) as a shareholder, has a right to exercise a

controlling influence over the Company on the basis of the articles of association or any agreement with the Company in general, (iv) as a shareholder, controls the majority of the voting rights pursuant to a shareholders agreement, or (v) as a shareholder, otherwise effectively exercises a controlling influence over such Company.

“Termination of Employment” means the last day on the payroll as an active Employee with the Company and its Subsidiaries for any reason, with or without cause as determined by the Company or the relevant Subsidiary; provided, however, that for purposes of this Plan, an Employee’s employment relationship shall be treated as continuing intact while the Employee is on military reserve duty, sick leave, maternity leave or other bona fide leave of absence (such as temporary employment with the Government) that has been approved by the Company or the relevant Subsidiary to the extent the period of the leave shall be defined based upon rules developed by the Committee to ensure consistency of application recognizing the standards as defined for the country of residence of the affected individual. Employees called for active military duty shall have their employment relationship continued intact for the duration of their term of required military service.

SECTION 3. *Administration.*

(a) *Authority of Committee.* The Plan shall be administered by the Committee; *provided*, that the Board is entitled to make decisions and change any decisions of the Committee with respect to any matter trusted with the Committee under the Plan. Subject to the terms of the Plan and applicable law, in addition to other express powers and authorizations conferred on the Committee by the Plan, and except as otherwise limited by the Board, the Committee shall have full power and authority to (i) designate Participants, (ii) determine the number of Shares to be covered by, or with respect to which payments, rights, or other matters are to be calculated in connection with, Awards, (iii) determine the terms and conditions of any Award, (iv) determine whether, to what extent, and under what circumstances Awards may be exercised, canceled, forfeited, or suspended and the method or methods by which Awards may be exercised, canceled, forfeited, or suspended, (v) determine whether, to what extent, and under what circumstances Shares, other securities, other Awards, other property and other amounts payable with respect to an Award shall be deferred either automatically or at the election of the holder thereof or of the Committee, (vi) reprice, cancel and regrant, accelerate vesting or otherwise adjust the Exercise Price of an Award previously granted under the Plan, (vii) interpret and administer the Plan and any instrument or agreement relating to, or Award made under, the Plan, (viii) establish, amend, suspend, or waive such rules and regulations and appoint such agents as it shall deem appropriate for the proper administration of the Plan, (ix)

make any other determination and take any other action that the Committee deems necessary or desirable for the administration of the Plan, and (x) delegate any of the foregoing powers and authorizations to such members of the Company's management as the Committee shall deem appropriate.

(b) *Committee Discretion Binding.* In exercising its authority, the Committee shall have the broadest possible discretion. Unless otherwise expressly provided in the Plan, all designations, determinations, interpretations, and other decisions made in good faith by the Committee under or with respect to the Plan shall be binding and conclusive on Eligible Individuals, Participants and other Persons claiming entitlements under the Plan. In no event shall a Committee determination with respect to a particular Participant or Eligible Individual or with respect to a particular Plan provision be binding with respect to any other person (even if similarly situated) nor with respect to any future determination regarding the same or other provision of the Plan. Without limiting the foregoing, in no event shall a Committee determination with respect to a Participants situated in any Host Country be binding with respect to Participants situated in any other Host Country.

(c) *Liability.* No member of the Committee or Board, nor any person acting as a delegate of the Committee or Board in respect of the Plan, shall be liable for any losses incurred by any person resulting from any good faith action, interpretation or construction of the Plan.

SECTION 4. *Shares of Stock Available for Awards.*

(a) *Shares Available.* Subject to adjustment as provided in Section 4(b), the maximum number of Shares with respect to which Awards may be granted under the Plan (either prior to or after this restatement) shall be the number authorized pursuant to the Authorization.

(b) *Adjustments.* In the event that the Committee determines that any corporate transaction or distribution (including, without limitation, any share split, share dividend, extraordinary cash dividend, issuance of warrants or other rights to purchase Shares or other securities of the Company, recapitalization, reorganization, merger, consolidation, split-up, spin-off, repurchase, combination or exchange of Shares) affects the Shares such that an adjustment is determined by the Committee to be appropriate in order to prevent dilution or enlargement of the benefits or potential benefits intended to be made available under the Plan, then the Committee shall, in such manner as it may deem equitable, adjust any or all of (i) the number of Shares or other securities of the Company (or number and kind of other securities or property) with respect to which Awards may be granted under Section 4(a), (ii) the number of Shares or other securities of the Company

(or number and kind of other securities and property) subject to outstanding Awards, and (iii) the Exercise Price or other terms and conditions of any Award or, if deemed appropriate, the Committee may make provisions for a cash payment to the holder of an outstanding Award in full satisfaction of such Award. Without limiting the foregoing, any such adjustment may include, in the discretion of the Committee upon the advice of an independent financial advisor, an adjustment to reflect any loss of Option value due to changes in Share volatility or other characteristics of the Shares underlying Options.

(c) *Sources of Shares Deliverable Under Awards.* Any Shares delivered pursuant to an Award may consist, in whole or in part, of authorized and unissued Shares or of treasury Shares.

(d) *Payment of Exercise Price.* The applicable Exercise Price shall be paid in full when any portion of the Option is exercised and Shares shall be issued to the Participant only upon receipt of such payment. Payment of the Exercise Price may be made in cash or by certified check, bank draft, wire transfer, postal or express money order to the account held in favor of the Company, or in the form of such other consideration as the Committee may expressly authorize from time to time.

SECTION 5. *Eligibility.*

(a) *General.* Subject to the terms and conditions of the Plan, the Committee shall determine and designate, from time to time, from among the Eligible Individuals (including transferees of Eligible Individuals to the extent the transfer is permitted by the Plan and the applicable Award Agreement) those Persons who will be granted one or more Awards under the Plan and thereby become Participants in the Plan. Awards may be granted as alternatives to or replacement of Awards outstanding under the Plan or any other plan or arrangement of the Company or a Subsidiary (including a plan or arrangement of a business or entity, all or a portion of which is acquired by the Company or a Subsidiary).

(b) *Eligible Individuals and Subsidiaries.* Notwithstanding any provision of the Plan to the contrary, in order to foster and promote achievement of the purposes of the Plan or to comply with provisions of laws in other countries in which the Company or its Subsidiary operate or have Employees, the Committee, in its discretion, shall have the power and authority to (i) determine which (if any) Eligible Individuals rendering services or employed by the Company are eligible to participate in the Plan, (ii) determine which Subsidiaries or operations (e.g., branches, representative offices) participate in the Plan, (iii) modify the terms and conditions of any Awards made to such Eligible Individuals

with respect to such Subsidiaries or operations, and (iv) establish sub-plans, modified exercise, payment and other terms and procedures to the extent deemed necessary or desirable by the Committee.

SECTION 6. *Awards.*

(a) *Grant.* The Committee shall have sole and complete authority to determine the Eligible Individuals to whom Options shall be granted, the number of Shares to be covered by each Option, the Exercise Price therefore and the conditions and limitations applicable to the exercise of the Option. Each Option shall be reflected through an Award Agreement executed by the relevant Participant. The Committee may grant Options on an annual basis except in the situation of a new hire grant, in which case the time of grant shall be as determined by the Committee.

(b) *Exercise Price.* The Committee shall establish the Exercise Price at the time each Option is granted. Under no circumstance may the Committee establish an Exercise Price less than the Fair Market Value of the Shares.

(c) *Exercise.* Each Option shall be exercisable at such times and subject to such terms and conditions as the Committee may, in its sole discretion, specify in the applicable Award Agreement or thereafter, including, without limitation, the imposition of limitations requiring as a condition of vesting or eligibility the achievement by Shares of a specified Fair Market Value, or a specified rate of growth in Fair Market Value. The Committee may impose such conditions with respect to the exercise of Options, including without limitation, any relating to the application of national or local securities laws, as it may deem necessary or advisable. Without limiting the foregoing, to the extent the Committee so authorizes from time to time, the exercise of an Option may be made by means of a "broker-assisted cashless exercise" or other authorized broker-assisted method.

(d) *Expiration and Termination.* An Option and all rights and obligations thereunder shall expire on the fifth anniversary of the date of grant of such Option. All Option Awards granted to a Participant shall become immediately exercisable upon the death of the Participant and must be exercised within 24 months after such Participant's death, but in no event after the date such Option Awards would otherwise lapse, by the estate or by the person given authority to exercise such Option Awards by the Participant's will or by operation of law, unless the Committee approves of a longer period. In the event an Option Award is exercised by the executor or administrator of a deceased Participant, or by the person or persons to whom the Option has been transferred by the Participant's will or the applicable laws of descent and distribution, the Company

shall be under no obligation to make payment thereunder unless and until the board is satisfied that the person or persons exercising the Option is or are the duly appointed executor(s) or administrator(s) of the deceased Participant or the person to whom the Option has been transferred by the Participant's will or by the applicable laws of descent and distribution.

Upon a Participant's Termination of Employment, for any reason other than death, only those Options that have become vested and exercisable as of the date of termination shall remain viable. To the extent that Options have become vested and exercisable as of such date, such Options shall expire: (i) 180 days after Termination of Employment by reason of the Participant's Disability; (ii) 90 days after the Participant's involuntary Termination of Employment without cause, determined within the reasonable judgment of the Committee; and (iii) 30 days after the Participant's Termination of Employment under any other circumstances; *provided*, that notwithstanding the foregoing each such Option shall remain exercisable until the earliest date permitted by law if the law requires greater than the applicable period described above.

SECTION 7. *Vesting; Termination of Employment.*

Each Award Agreement shall contain such terms as the Committee may in its sole discretion determine concerning vesting, forfeiture, the Company's right of repurchase of Shares acquired upon exercise of an Option, and/or the effects of termination or suspension of a Participant's employment upon the exercisability of any Option granted thereunder.

SECTION 8. *Change of Control or Business Divestiture.*

(a) In the event of a Change of Control, any Awards then outstanding that are not already vested shall immediately vest, effective as of the date of such Change of Control.

(b) In the event of a Business Divestiture, in the case of any Employee principally employed or transferred in connection with the business unit or Subsidiary sold or disposed of by the Company in such Business Divestiture, all Awards held by such Employee that are not already vested shall immediately vest, effective as of the date of such Business Divestiture. Notwithstanding the foregoing, any Awards that would otherwise vest upon a Business Divestiture pursuant to the provisions of this Section 8(b) shall not so vest if the Committee, in its sole discretion, determines (i) that such Awards shall not vest, (ii) procures that such Awards shall be converted into or exchanged for replacement awards (of the Company or its acquiror or successor) having the same (or not materially less

favorable) terms and not less than equivalent value, (iii) effect the payment of a compensation to the Employee for Awards not exercised and/or (iv) effect a cashless transaction in favor of the Employee. Nothing in this Section 8 shall be construed to require the duplication of value of any adjustment made pursuant to Section 4(b).

SECTION 9. *General Provisions Applicable to Awards.*

(a) *Limits on Transfer of Awards.* Except as otherwise provided by the Committee with respect to any Award, and except for transfers to the Company, no Award shall be transferable by a holder other than by will or the laws of descent and distribution.

(b) *Terms of Awards.* The term of each Award shall be for such period as may be determined by the Committee.

(c) *Consideration for Grants.* Awards may be granted for no cash consideration, for such nominal cash consideration as may be required by applicable law or for such greater amount as may be established by the Committee.

(d) *Charge.* Shares delivered pursuant to the exercise of an Option shall be delivered to the Participant free of any brokerage or account charges. Any costs associated with the Shares after such delivery, including but not limited to costs to maintain the Shares on deposit or fees connected with selling the Shares, shall be the responsibility of the Participant.

SECTION 10. *Amendment and Termination.*

(a) *Amendments to the Plan.* The Board or, if so authorized by the Board, the Committee may amend, alter, suspend, discontinue, or terminate the Plan or any portion thereof at any time, to the extent authorized by the Authorization. Notwithstanding anything to the contrary herein, the Board or, if so authorized by the Board, the Committee may amend the Plan in such manner as may be necessary so as to have the Plan conform with local rules and regulations.

(b) *Amendments to Awards.* The Board or, if so authorized by the Board, the Committee may waive any conditions or rights under, amend any terms of, or alter, suspend, discontinue, cancel or terminate, any Award theretofore granted, prospectively or retroactively; *provided*, that any such waiver, amendment, alteration, suspension, discontinuance, cancellation or termination

that would adversely affect the rights of any Participant or any holder or beneficiary of any Award theretofore granted shall not to that extent be effective without the consent of the affected Participant, holder or beneficiary.

(c) *Adjustment of Awards Upon the Occurrence of Certain Unusual or Nonrecurring Events.* The Committee is hereby authorized to make adjustments in the terms and conditions of, and the criteria included in, Awards in recognition of unusual or nonrecurring events (including, without limitation, the events described in Section 4(b) hereof) affecting the Company, any Subsidiary, or the financial statements of the Company or any Subsidiary, or of changes in applicable laws, regulations, or accounting principles, whenever the Committee determines that such adjustments are appropriate in order to prevent dilution or enlargement of the benefits or potential benefits intended to be made available under the Plan.

SECTION 11. *Tax Withholding and Reporting.*

All distributions under the Plan are subject to withholding of all applicable taxes and reporting of transactions to all appropriate governmental authorities. The Committee may condition the delivery of Shares or other benefits on satisfaction of all applicable withholding and reporting requirements. The Committee, in its discretion and subject to such requirements as the Committee may prescribe, may permit such withholding obligations to be satisfied through any combination of the following: cash payment by the Participant, payroll withholding of the Participant's salary, wages or other compensation, surrender of Shares which the Participant already owns (either by actual surrender or attestation) or surrender of Shares or other benefits to which the Participant is otherwise entitled (e.g. upon exercise of an Option) under the terms of the Plan.

SECTION 12. *Limitation on Implied Rights.*

(a) Neither a Participant nor any other Person shall, by reason of participation in the Plan, acquire any right in or title to any assets, funds or property of the Company or any Subsidiary whatsoever including without limitation, any specific funds, assets or other property which the Company or any Subsidiary, in its or their sole discretion, may set aside in anticipation of a liability under the Plan. A Participant shall have only a contractual right to the Shares or amounts, if any, payable under the Plan, unsecured by any assets of the Company or any Subsidiary, and nothing contained in the Plan shall constitute a representation or guarantee that the assets of the Company or any Subsidiary shall be sufficient to pay any benefits to any person.

(b) An Eligible Individual's or Participant's employment with the Company or a Subsidiary, if applicable, is not for any specified term and may be terminated by such Eligible Individual/Participant or the Company or the Subsidiary at any time, for any reason, with or without cause, notwithstanding the vesting or other terms and conditions of any outstanding Awards. Nothing in this Plan nor in any Award Agreement shall confer upon any Eligible Individual or Participant any promise or commitment by the Company or a Subsidiary regarding future positions, future work assignments, future compensation or any other term or condition of employment or affiliation.

(c) The Company, in establishing and maintaining this Plan as a voluntary and unilateral undertaking, expressly disavows the creation of any rights in Eligible Individuals, Participants or others claiming entitlement under the Plan or any obligations on the part of the Company, any Subsidiary or the Committee, except as expressly provided herein. In particular, no third-party beneficiary rights shall be created under the Plan.

(d) Without limiting the generality of the foregoing, the Company disavows any undertaking to assure the tax treatment of any particular Award, including the deferral or transfer of any Award benefits.

(e) Nothing in this document guarantees continued employment under any terms or conditions. All employment and plan participation is at the sole discretion of the Company.

SECTION 13. *Government and Stock Exchange Regulations.*

The Committee may refuse to issue or transfer any Shares or other consideration under an Award if, acting in its sole discretion, it determines that the issuance or transfer of such Shares or such other consideration might violate any applicable law or regulation or entitle the Company to recover the same under any applicable national law or regulation, and any payment tendered to the Company by a Participant, other holder or beneficiary in connection with the exercise of such Award shall be promptly refunded to the relevant Participant, holder or beneficiary. Without limiting the generality of the foregoing, no Award granted hereunder shall be construed as an offer to sell securities of the Company, and no such offer shall be outstanding, unless and until the Committee in its sole discretion has determined that any such offer, if made, would be in compliance with all applicable requirements of national laws, securities laws and any other laws to which such offer, if made, would be subject.

Upon the exercise of an Option at a time when there is not in effect a national registration requirement relating to the Shares issuable upon exercise or

payment thereof and available for delivery a prospectus meeting the requirements of any such regulation or if the rules or interpretations of the national securities agencies so require, the Shares may be issued only if the holder represents and warrants in writing to the Company that the Shares purchased are being acquired for investment and not with a view to distribution thereof.

SECTION 14. *Awards under Other Plans or Sub-Plans.*

The Company or a Subsidiary may grant Awards relating to Shares under other plans or programs including sub-plans under this Plan. The Committee in its discretion may determine that such Awards shall be settled in the form of Shares issued under this Plan. Such Shares shall be treated for all purposes under the Plan similar to Shares issued in settlement of Awards and shall, when issued, reduce the number of Shares available under Section 4, in accordance with the same principals applicable under Section 4 in the case of Awards originally granted under the Plan.

SECTION 15. *No Trust of Fund Created.*

Neither the Plan or any Award shall create or be construed to create a trust or separate fund of any kind or a fiduciary relationship between the Company or any Subsidiary and a Participant or any other person. To the extent that any person acquires a right to receive payments from the Company or any Subsidiary pursuant to an Award, such right shall be no greater than the right of any unsecured general creditor of the Company or any Subsidiaries.

SECTION 16. *Termination.*

The Plan shall continue in effect until terminated by the Board pursuant to Section 9; *provided, however*, that the Plan shall automatically terminate at such earlier time as may be provided in the Articles of Association of GN Store Nord A/S.

SECTION 17. *Governing Law.*

The validity, construction and effect of the Plan, the Award Agreements and any rules, regulations or procedures relating thereto shall be determined in accordance with the laws of Denmark.

SECTION 18. *Jurisdiction.*

Any suit, action or proceeding seeking to enforce any provision, of, or based on any matter arising out of or in connection with, this Plan or any Award shall be brought in the courts of Denmark or, at the Company's sole discretion in the Host Country of the individual bringing suit, action or proceeding against the Company, and each of the Company and each Participant consents, by granting or accepting an Award, to the jurisdiction of such court (and of the appropriate appellate courts therefrom) in any such suit, action or proceeding and irrevocably waives, to the fullest extent permitted by law, any objection which it may now or hereafter have to the laying of the venue of any such suit, action or proceeding which is brought in any such court or that any such suit, action or proceeding which has been brought in any such court has been brought in an inconvenient forum. Process in any such suit, action or proceeding may be served on any party anywhere in the world, whether within or without the jurisdiction of any such court.

SECTION 19. *Severability.*

If any provision of the Plan or any Award is or becomes or is deemed to be invalid, illegal, or unenforceable in any jurisdiction or as to any Person or Award, or would disqualify the Plan or any Award under any law deemed applicable by the Committee, such provision shall be construed or deemed amended to conform to the applicable laws, or if it cannot be construed or deemed amended without, in the determination of the Committee, materially altering the intent of the Plan or the Award, such provision shall be stricken as to such jurisdiction, Person or Award and the remainder of the Plan and any such Award shall remain in full force and effect.

SECTION 20. *Headings.*

Headings are given to the Sections and subsections of the Plan solely as a convenience to facilitate reference. Such headings shall not be deemed in any way material or relevant to the construction or interpretation of the Plan or any provision thereof.