

# YRC Worldwide 2009 Stock Option Grant Program For Union Employees

## Frequently Asked Questions

Updated 05.14.09

### Q: What is a stock option?

A: A stock option provides you the right (“option”) to buy (“exercise”) shares of YRCW stock for \$3.74 per share between 2/12/2010 and 2/12/2019.

### Q: When will I receive my stock option grant?

A: Your stock options were granted on Thursday, Feb. 12, 2009. You may view your award at [www.yrccompplanning.com/stockoption](http://www.yrccompplanning.com/stockoption).

### Q: How many stock options will I receive?

A: The number of stock options you receive was based on your 2008 W-2 earnings. You may view your award at [www.yrccompplanning.com/stockoption](http://www.yrccompplanning.com/stockoption).

### Q: How can I check my stock option award?

A:

1. **Go to:** [www.yrccompplanning.com/stockoption](http://www.yrccompplanning.com/stockoption)
2. **Enter your User Name.** This is the same as your employee id number (which can be found on your paycheck stub). Be sure to enter all leading zeros.
3. **Enter your Password.** Your password is as follows – lowercase “yr”, followed by UPPERCASE initials of your first and last name, followed by the last four digits of your Social Security number.

Example:

**Employee Name:** John Doe

**Employee ID:** 0123456

**SSN:** 987-65-4321

Given the above information, this employee would log on using the following:

**User Name:** 0123456

**Password:** yrJD4321

4. **Click “Enter”**

### Q: Who is eligible to participate in the 2009 Stock Option Grant for union employees?

A: Union employees who had 2008 W-2 earnings, who were employed at YRCW on January 8, 2009, and who are participating in the 10% wage reduction.

### Q: Do I need to take any action?

A: At this time, you do not need to take any action. However, you may view your award at [www.yrccompplanning.com/stockoption](http://www.yrccompplanning.com/stockoption). In late 2009 or early 2010 (no later than February 12, 2010) you will receive information from Fidelity Investments, the stock option grant administrator, regarding acceptance of your grant and next steps.

### Q: What is the “grant price?”

A: The grant price (sometimes called “strike price”) was the closing market price of YRCW stock on the date that awards were approved: Thursday, Feb. 12, 2009. The grant price for your stock option grant is \$3.74.

### Q: When will the options become mine?

A: Stock option awards become yours immediately and cannot be forfeited, even if you leave the company.

**Q: How do I get the value from my stock options?**

A: To get the value from your options, you would exercise the “options” in one of two ways:

- **Buy and hold:** You can buy and retain the shares of stock in the future. You pay cash to buy the shares at the grant price of \$3.74 per share. *Example: assuming the grant price of \$3.74, and in the future the stock trades for \$20, you would have the ‘option’ of buying each \$20 share for \$3.74. You keep the stock certificate as part of your investment portfolio and pay normal income taxes on the \$16.26 gain for each share.*
- **Buy and sell:** Often called “cashless exercise,” if you choose this method to exercise your options, you could buy and then immediately sell the stock without needing any cash. The transactions are handled by the administrator (Fidelity Investments) and you would receive cash (minus taxes). *Assuming the same stock prices as in the example above, you would receive \$16.26 of pretax income for each option you exercise.*

**Q: When can I exercise my stock options?**

A: You may exercise stock options any time after February 12, 2010. You have up to 10 years from the grant date of February 12, 2009 to exercise your options.

**Q: Do I have to pay taxes on my stock options, before I exercise my grant?**

A: No. You do not incur any taxes now. You will pay some taxes at the time the options are exercised.

***Please note that tax information is general in nature and should not be considered tax or legal advice. Neither YRC Worldwide nor Fidelity provides legal or tax advice. Consult with an attorney or tax professional regarding any specific legal or tax situation.***

**Q: What happens if I leave the company?**

A: If you leave YRCW, you lose nothing. Regardless of future employment status, you may exercise the options at any time after Feb. 12, 2010 and before Feb. 12, 2019. If you become disabled or die, you or your beneficiary will have one year to exercise your stock option grant.

**Q: Is there any guarantee that the stock price will go up in the future?**

A: There is no guarantee that the stock price will increase. But if our company performs well and the economy improves, our stock price may go up. The value of these options is largely dependent on how we perform in 2009 and beyond.

**Q: Do shareholders need to approve the stock option plan?**

A: Yes, the stock option plan required approval of our shareholders. Approval occurred at our annual shareholders meeting on May 14, 2009.