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Explanation of Responses:

- (01) Ownership through 401(K) plan (02) Options vest six months after date of grant
- (03) Options vest in equal installments annually over five years (04) Options vest immediately

**Intentional misstatements or omissions of facts constitute Federal 06/12/1997

/s/Roger Paradis 

Criminal Violations. See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

**Signature of Reporting Person

Date

Note: File three copies of this form, one of which must be manually signed. If space provided is insufficient, see Instruction 6 for procedure. (7 - 96)

SEC 1474

Potential persons who are to respond to the collections of information contained in this form are not required to respond unless the form displays a currently valid  ${\tt OMD}$   ${\tt Number}$ 

Paradis, Roger

Programmer's Paradise, Inc.

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