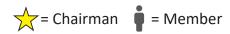
The committee breakdown is as follows:



	Governance & Nominating Committee	Compensation Committee	Audit Committee	Compliance Committee
Clayton Trier	Ť		\Rightarrow	
Kathleen Gilmartin		\Rightarrow		į.
Bernard Harris	İ		İ	\rightarrow
Edward Kuntz	\Rightarrow	İ	İ	
Anne Motsenbocker		į	İ	
Regg Swanson				İ
Nancy J. Ham				İ