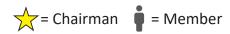
The committee breakdown is as follows:



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