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Explanation of Responses:

NOTES:

- 1) Adjustments for stock splits or dividends made at time of payment.
- 2) Represents the weighted average price for 5/3/00 grant of 107.09 units at \$7.9375, 5/4/00 grant of 31.75 units at \$7.8750 and 5/16/00 grant of 21.05 units at \$7.1250.

SIGNATURE OF REPORTING PERSON

/s/ Norman A. Carlson BY: Kenneth J. Mendell

DATE

June 8, 2001