



Explanation of Responses:

(1) Exercisable in annual increments of 20% beginning on August 11, 2001.

/s/Jerome R. Bortnem

2/12/2001

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\*\*Signature of Reporting Person

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Date

\*\* Intentional misstatements or omissions of facts constitute  
Federal Criminal Violations. See 18 U.S.C. 1001 and  
15 U.S.C. 78ff(a).