



<b>Corporate Governance Fact Sheet</b>	<b>2007*</b>
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<b>Board Accountability</b>	
Majority of Directors independent ( <a href="#">view Director biographies</a> )	Yes
Separate Chairman & CEO	No
Independent Director with leadership role	Yes
Independent Compensation Committee	Yes
Independent Board Affairs and Nominating Committee	Yes
Number of Board meetings held or scheduled	5
Annual Board elections	Yes
<a href="#">Corporate governance guidelines</a> approved by the Board	Yes
Outside Directors hold meetings without management present	Yes
There is a Board-approved succession plan in place for the CEO	Yes
Directors are required to submit a resignation upon a substantive change in career or vocation	Yes
The performance of the Board is reviewed regularly	Yes
The performance of each Committee is reviewed regularly	Yes
Board members conduct periodic individual self-evaluations	No
Board orientation/education program	Yes
Board is elected by majority vote	Yes
All Directors attended at least 75 percent of Board and Committee meetings	Yes
Each Director serves on fewer than six boards of directors	Yes
A majority of Directors attended the annual shareholders meeting held on April 26, 2006	Yes

<b>Financial Disclosure and Internal Controls</b>	
Charters for <a href="#">Audit</a> , <a href="#">Compensation</a> and <a href="#">Board Affairs and Nominating</a> Committees	Yes
Disclosure Committee function for financial reporting	Yes
Independent Audit Committee	Yes

Audit Committee has a financial expert	Yes
Auditors elected at most recent annual meeting	Yes
Company discloses <a href="#">financial performance targets</a>	Yes

<b>Shareholder Rights</b>	
Shareholders have cumulative voting rights	Yes
Shareholders may call special meetings	Yes
Employees may vote their shares in company-sponsored plans	Yes
All stock-based incentive plans have been approved by shareholders	Yes
An independent vote tabulator is engaged to tabulate shareholder votes	Yes
Company has a poison pill in place	Yes
Company posts on its Web site its <a href="#">charter</a> and <a href="#">bylaws</a>	Yes

<b>Corporate Behavior</b>	
Company has employee tasked with environmental responsibilities	Yes
Company has environmental, health and safety guidelines	Yes
<a href="#">Environmental and workplace safety policy</a> is disclosed	Yes
Environmental performance is audited by an independent outside firm	No
Company publishes <a href="#">core vision and values</a> statement	Yes
Company compares its governance policies to an external code of best practices	Yes
Company has program in place to monitor its policies on corruption and bribery	Yes
Company has <a href="#">code of ethics</a>	Yes
Company has an ethics officer function	Yes
Training on ethical behavior is required for all employees	Yes

\*As of 02/15/07