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December 14, 2000

MEMORANDUM TO FRANK BECKER

Attached is a Chronology setting forth the record on the Change of Control and Employment Agreements for members of the Executive Council ("EC") and other non-EC officers of Western Resources ("WR") based upon documents received by us to date.

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In the interim, please do not hesitate to contact either one of us.

Bart Friedman

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MEMORANDUM TO GENE BUDIG

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Bart Friedman

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MEMORANDUM TO CHARLES CHANDLER, IV

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MEMORANDUM TO JOHN DICUS

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MEMORANDUM TO DOUG LAKE

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MEMORANDUM TO OWEN LEONARD

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MEMORANDUM TO JOHN NETTLES

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December 14, 2000

MEMORANDUM TO LOUIS SMITH

Attached is a Chronology setting forth the record on the Change of Control and Employment Agreements for members of the Executive Council ("EC") and other non-EC officers of Western Resources ("WR") based upon documents received by us to date.

The Chronology contains a brief description of action taken at meetings, Resolutions adopted and other events during the course of the review by the Human Resources Committee of WR and the full Board on these matters.

We will make ourselves available in person or by phone, at your direction, to go over the Chronology and the underlying documents provided or made available to members of the WR Board of Directors commencing in January of 2000.

In the interim, please do not hesitate to contact either one of us.

Bart Friedman

Charles A. Gilman

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