



Larry D. Irick
Corporate Secretary

February 1, 2001

VIA FACSIMILE

Jane Dresner Sadaka

REDACTED

Dear Jane:

The compensation information you requested is attached. Please let me know if you need anything else.

Sincerely,



Larry D. Irick

LDI/pb
Attachment

Executive Compensation History

	<u>Year</u>	<u>Salary (1)</u>	<u>Total Bonus</u>	<u>Restricted Stock Units</u>	<u>Restricted Stock Units from Converted Options</u>	<u>Other</u>
Wittig	2000	743,600	-	140,200	96,895	-
	1999	743,600	114,400	56,000	-	5,370,000
	1998	715,000	420,942	42,000	-	-
	1997	514,250	131,860	-	-	-
	1996	425,000	53,190	-	-	825,000
Lake	2000	427,900	-	85,600	18,443	493,342
	1999	427,900	15,080	32,000	-	262,500
	1998	377,000	350,000	13,500	-	-
	1997	-	-	-	-	-
	1996	-	-	-	-	-
Koupal	2000	318,240	-	60,300	24,982	-
	1999	318,240	36,720	20,000	-	-
	1998	306,000	372,025	13,000	-	-
	1997	213,000	54,568	-	-	-
	1996	176,000	43,004	-	-	-
Grennan	2000	241,500	-	32,400	12,115	-
	1999	241,500	47,481	16,000	-	-
	1998	203,000	374,409	-	-	-
	1997	148,000	22,557	-	-	-
	1996	126,100	7,150	-	-	-
Terrill	2000	230,400	28,400	47,900	8,958	-
	1999	202,000	17,160	13,000	-	-
	1998	178,000	198,509	-	-	-
	1997	120,000	20,091	-	-	-
	1996	111,800	17,608	-	-	-
Sharpe	2000	182,350	70,600	20,500	12,151	-
	1999	159,820	18,526	-	-	-
	1998	138,000	188,965	-	-	-
	1997	120,000	23,494	-	-	-
	1996	100,300	6,525	-	-	-

(1) Includes stock for compensation