

July 3, 2002

WR RSUs Converted to Guardian Preferred Stock
Calculation of Additional Expense

Grant Date	Shares	Price	Value used for Conv	Intinsic Value on 6/14/02 *	Additional Expense
Wittig					
May-98	42,000	\$38.63	\$1,622,460	\$637,560	\$984,900
Jan-99	42,000	\$32.13	\$1,349,460	\$637,560	\$711,900
May-99	14,000	\$27.81	\$389,340	\$212,520	\$176,820
Feb-01	109,225	\$24.20	\$2,643,245	\$1,658,036	\$985,209
Total	207,225		\$6,004,505	\$3,145,676	\$2,858,829
Lake					
Oct-98	13,500	\$38.63	\$521,505	\$204,930	\$316,575
Jan-99	13,500	\$32.13	\$433,755	\$204,930	\$228,825
May-99	18,500	\$27.81	\$514,485	\$280,830	\$233,655
Feb-01	58,077	\$24.20	\$1,405,463	\$881,609	\$523,854
Jun-01	6,523	\$21.60	\$140,897	\$99,019	\$41,878
Total	110,100		\$3,016,105	\$1,671,318	\$1,344,787
Combined Total	317,325		\$9,020,610	\$4,816,994	\$4,203,616

NOTE: The additional implications of convertible Guardian preferred stock EITF 00-23 par. 37a, that prescribes the treatment Expense is to be found at the measurement date between the original grant intrinsic value at measurement from immediately preceding calculation represents the additional expense whole on their original reasonable. See further guidance at w/p 3150.

* The June 14, 2002 closing price of \$15.18 was used.

SUMMARIZATION ADDED BY D&T:

	A	B	A * B	C	D	C-D
Oct-98	55,500	\$38.63	\$2,143,965		\$842,490	\$1,301,475
Jan-99	55,500	\$32.13	\$1,783,215		\$842,490	\$940,725
May-99	32,500	\$27.81	\$903,825		\$493,350	\$410,475
Feb-01	167,302	\$24.20	\$4,048,708		\$2,539,644	\$1,509,064
Jun-01	6,523	\$21.60	\$140,897		\$99,019	\$41,878
Total	317,325		\$9,020,610		\$4,816,993	\$4,203,617

expense calculation is due to the
ing Western share grants into
ares on a 1:1 basis. FIN 44 and
represent the applicable guidance
atment for the converted shares.
l as the (1) original intrinsic value
ate, and (2) the difference
ant price and the lesser of: a)
urement date or b) intrinsic value
eding day of conversion. This
part 2 described above, which is
to essentially make the grantee's
grant. Calculation appears
er documentation of applicable
