



Explanation of Responses:

1. Exercise of SARs for cash and cancellation of related options.

Remarks:

B. E. Lammel by Power of
Attorney

11/15/2004

** Signature of Reporting Person

Date

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

* If the form is filed by more than one reporting person, see Instruction 4 (b)(v).

** Intentional misstatements or omissions of facts constitute Federal Criminal Violations See 18 U.S.C. 1001 and 15 U.S.C.