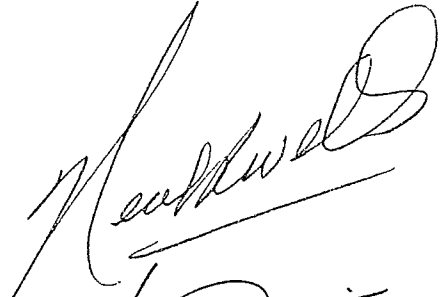



March 13/03

If the pension plan is amended so that employees who retire from the company between age 55 and 60 are entitled to an unreduced benefit at age 60 then members who terminate prior to age 55 and vested are entitled to a deferred pension payable at age 65 as outlined.

Age	Present Plan	Proposed	Terminate Prior to age 55
65	0	0	0
64	0	0	6
63	0	0	12
62	6	0	18
61	12	0	24
60	18	0	30
59	24	6	36
58	30	12	42
57	36	18	48
56	42	24	54
55	48	30	60

Agreed to:



Bruce Vennard
Rick Edwards
Al Bowlerman
Scott Johnson