

Exhibit 2
Stock Options to Remain Primary Long-Term Incentive Vehicle

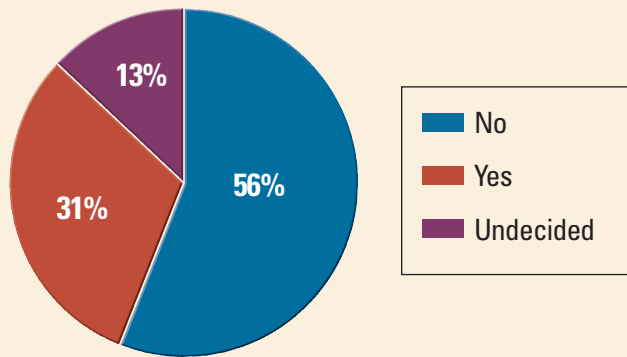


Exhibit 3
Plan to Place More Emphasis on Other Forms of Long-Term Compensation

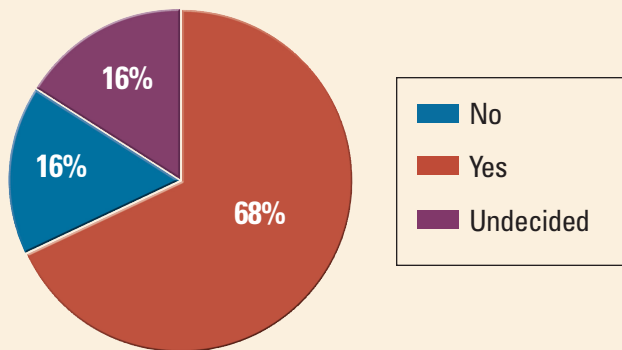


Exhibit 4
Plan to Reduce Eligibility for Long-Term Compensation

