



Explanation of Responses:

- (1) To be settled in cash in annual installments that commenced in 2000.
- (2) To be settled in cash in annual installments following retirement.

This form signed pursuant to the terms of the Power of Attorney executed on 08/25/2002 and filed with the SEC on 09/09/2002.

/s/ C. E. Whittemore

04/01/2003

\*\* Intentional misstatements or omissions of facts constitute Federal Criminal Violations.  
See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

\*\*Attorney-in-Fact  
C. E. Whittemore

Date

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

Potential persons who are to respond to the collection of information contained in this form are not required to respond unless the form displays a currently valid OMB Number.