

remaining 50% vesting in annual increments of 25% each
beginning February 24, 2004.

/s/ Gregory W. Slayton

February 26, 2003

** Signature of Reporting Person

Date

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

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