

Signatures

Richard R.
Current 04/04/2008

__Signature of Date
Reporting Person

Explanation of Responses:

- * 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. 78ff(a).
- (1) The options were granted 9/11/02 as non qualified options and became exercisable 33% yearly thereafter
- (2) The options were granted 12/21/04 as non qualified options and became exercisable 33% yearly thereafter
- (3) The options were granted 10/31/05 as ISO options and became exercisable 33% yearly thereafter
- (4) The options were granted 10/31/05 as non qualified options and became exercisable 33% yearly thereafter
- (5) The options were granted 11/3/06 as non qualified options and became exercisable 33% yearly thereafter

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.