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Explanation of Responses:

(1) Held by the trustee of the Company's 401(k) Plan, Boston Safe Deposit and Trust Company.

(2) Held by the trustee of the Company's Deferred Compensation Plan, The Northern Trust Company.

/s/Ardyth R. Diercks

2/01/01

**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).

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

Alternatively, this Form is permitted to be submitted to the Commission in electronic format at the option of the reporting person pursuant to Rule 101(b)(4) of Regulation S-T.

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