

Identifier	Return Reference	Explanation
FORM 990, PART V-A - EXPLANATION FOR OFFICERS' COMPENSATION AND BENEFITS	SCHEDULE A, PART I - EXPLANATION FOR HIGHEST PAID EMPLOYEES	EXECUTIVES PARTICIPATE IN A SUPPLEMENTAL EXECUTIVE RETIREMENT PLAN INCLUDED IN COLUMN (D) IS AN AMOUNT REPRESENTING THE CURRENT YEAR CHANGE IN ACTUARIAL VALUE OF PLAN ASSETS, AND IN SOME CASES THE CURRENT YEAR CONTRIBUTION TO PLAN ASSETS. NO AMOUNT WAS ACTUALLY PAID TO THE EXECUTIVE DURING THE YEAR. THE PLAN PROVIDES FOR AN ADDITIONAL RETIREMENT BENEFIT BASED ON THE PARTICIPANT'S YEARS OF ELIGIBLE SERVICE AND VESTED STATUS. IF THE EMPLOYEE LEAVES PRIOR TO RETIREMENT, THE BENEFIT MAY BE FORFEITED OR REDUCED. THE FOLLOWING INDIVIDUALS LISTED ON PART V-A AND SCHEDULE A PART I PARTICIPATE IN THE PLAN: JOHN SEFFRIN DONALD THOMAS PATRICIA FELT'S HARMON EYRE GREG BONTRAGER TERRY MUSIC WILLIAM BARRAM JEROME YATES ROBERT MITCHELL O CLINTON CLAMPITT