

1 Q When the PRP program stopped being  
2 used in 2004, did any program replace it or fill  
3 that void?

4 A The -- at the beginning of 2005 is  
5 when the MICP was expanded to include all  
6 employees. In effect it was picking up all  
7 employees who had been eligible for the PRP.

8 Q When the math is all said and done  
9 under the management incentive compensation  
10 program, how are the bonuses paid out? Are they  
11 cash lump sum, how does that work?

12 A The bonuses are cash lump sum.

13 Q When are they typically paid out?

14 A Typically they're paid on March 15th  
15 of the calendar year following the year of  
16 performance.

17 Q Are any bonuses ever paid in  
18 something other than cash?

19 A We have a long term incentive program  
20 which is paid in some form of stock.

21 Q Okay. And what does an employee need  
22 to do to be eligible for that and to get stock  
23 under that plan?

24 A They need to be an officer of the  
25 company or one of the directors of our UK