

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) Paul Edward Northern contributed shares of common stock to a charitable remainder trust of which he is a trustee and beneficiary. He continues to report beneficial ownership shares of all common stock held by the trust but disclaims beneficial ownership except to the extent of his pecuniary interest therein.

(2) This number includes 81,200 of restricted shares.

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.