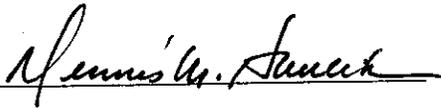


Signature: 

Name: Dennis M. Houlihan

Title: Chairman of the Board, President and Chief
Executive Officer

Date: 12/30/04

Signature: 

Name: Glen Sirles

Title: *For/* President – Industry Markets and
Diversified Businesses

Date: 1-6-2005