



CORPORATE GOVERNANCE FACT SHEET

Size of Board	9
Number of Independent Directors	8
Annual Review of Independence of Board	Yes
Separate Chairman and CEO	Yes
Charters for Board Committees	Yes
Independent Audit Committee	Yes
Number of Financial Experts on Audit Committee	3
Independent Nominating and Corporate Governance Committee	Yes
Independent Compensation Committee	Yes
Compensation Consultant Independence Policy	Yes
Annual Board Elections	Yes
Individual Director Evaluations	Yes
Annual Equity Grants to Non-Employee Directors	Yes
Director Stock Ownership Guidelines	Yes (5 times annual cash retainer)
Executive Stock Ownership and Holding Requirements	Yes
Corporate Governance Guidelines Approved by Board	Yes
Ethic Compliance Program	Yes
Standards of Business Conduct	Yes
Disclosure Committee for Financial Reporting	Yes
Board Orientation Program	Yes