

BY: /S/ Bret G. Wilson

Bret G. Wilson
Vice President and Secretary

Date: March 18, 2005

EXHIBIT INDEX

[Exhibit 10.1](#) Summary of Non-Employee Director Cash Compensation.

**NON-EMPLOYEE DIRECTOR CASH COMPENSATION**

Annual Retainer	\$50,000 per year*
Board Meeting Fee	\$2,000 per meeting
Committee Chairman Fee	\$2,000 per meeting
Audit Committee Chairman Annual Retainer	\$7,500 per year*
Committee Meeting Fee	\$1,200 per meeting

* Paid in four quarterly installments.