

		Annual Salary	Target Bonus	Performance Bonus	Retention Bonus	Restructuring Bonus	Total Maximum Cash Compensation
<b>Amended and Restated Employment Agreements*</b> (Disclosed in 10-K Filed 4/13/01) <b>Effective 11/01/01</b>	Amman	\$600,000	\$600,000				\$1,200,000
	Schriesheim	400,000	300,000				700,000
	Raclin	350,000	262,500				612,500
	<b>Total</b>	<b>\$1,350,000</b>	<b>\$1,162,500</b>				<b>\$2,512,500</b>
<b>Letter Agreements</b> (Disclosed in 10-K/A Filed 4/30/01) <b>Executed 01/01, Effective 11/01/01</b>	Amman	\$600,000	\$600,000	\$1,500,000			\$2,700,000
	Schriesheim	400,000	300,000	1,000,000			1,700,000
	Raclin	350,000	262,500	1,000,000			1,612,500
	<b>Total</b>	<b>\$1,350,000</b>	<b>\$1,162,500</b>	<b>\$3,500,000</b>			<b>\$6,012,500</b>
<b>Agreements Regarding Certain Compensation</b> (Disclosed in 10-Q/A Filed 10/09/01) <b>Executed 06/23/01, Effective 07/01/01</b>	Amman	\$1,500,000	\$1,500,000	\$1,275,000	\$2,500,000	\$2,500,000	\$9,275,000
	Schriesheim	1,000,000	750,000	850,000	1,500,000	1,750,000	5,850,000
	Raclin	1,000,000	750,000	850,000	1,500,000	1,750,000	5,850,000
	<b>Total</b>	<b>\$3,500,000</b>	<b>3,000,000</b>	<b>\$2,975,000</b>	<b>\$5,500,000</b>	<b>\$6,000,000</b>	<b>\$20,975,000</b>

\* Does not include "Severance Payments" under paragraph 7 of each of the Amended and Restated Employment Agreements.