

SUMMARY OF MANAGEMENT STRATEGY MEETINGS

August 20, 2001: Meeting with Calvin Thomas, John Modrogan, Linh Nguyen, Amy Rothman, and Kristin Rainey to discuss material to be used by Calvin Thomas in connection with his presentation to Greg Woods and Candy Kane.

The specific matters discussed included:

1. A report by Calvin on progress with the union:
 - a. There will be weekly conference calls between Calvin and the union representatives in order to share information and prevent surprises.
 - b. Future dates for negotiation of the Career Zone, PDP, and awards have been set.
2. The union is a reluctant participant in pre-decisional discussions and prefers to have a nearly finished product to react to.
3. The timing for distributing information to the union. The management is concerned that the information distributed to the union is then distributed to employees before it is distributed to lower level managers.
4. An unresolved question is how Calvin wishes to use my time.