

Edgar Filing: CLENDENIN JOHN L - Form 4

Units		003										

Explanation of Responses:

1. The units are to be settled 100% in cash beginning on a date elected by the participant that is at least one year after the end of the Plan Year for which the initial deferral is made, or upon the reporting person's ceasing to serve as a director.

SIGNATURE OF REPORTING PERSON

John L. Clendenin

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