SUMMARY COMPENSATION TABLE

Name and Principal Position	Year	Salary (\$)	Bonus (\$)	Stock Awards (\$)	Option Awards (\$)	Non- Equity Incentive Plan Compen- sation (\$)	Change in Pension Value and Nonqualified Deferred Compensation Earnings (\$)	All Other Compen- sation (\$)	Total (\$)
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)
PEO									97
PFO									
A									
В									
С									

GRANTS OF PLAN-BASED AWARDS

Name	Grant Date	Estimated Future Payouts Under Non-Equity Incentive Plan Awards			Estimated Future Payouts Under Equity Incentive Plan Awards			All Other Stock Awards: Number	All Other Option Awards: Number of	Exercise or Base Price of Option Awards
		Threshold (\$)	Target (\$)	Maximum (\$)	Threshold (#)	Target (#)	Maximum (#)	of Shares of Stock or Units (#)	or Securities Under- lying Options (#)	(\$/Sh)
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)	(k)
PEO										
PFO										
A										
В		_								
С										

OUTSTANDING EQUITY AWARDS AT FISCAL YEAR-END

		Stock Awards							
Name	Number of Securities Underlying Unexercised Options (#) Exercisable	Number of Securities Underlying Unexercised Options (#) Unexercisable	Equity Incentive Plan Awards: Number of Securities Underlying Unexercised Unearned Options (#)	Option Exercise Price (\$)	Option Expiration Date	Number of Shares or Units of Stock That Have Not Vested (#)	Market Value of Shares or Units of Stock That Have Not Vested (\$)	Equity Incentive Plan Awards: Number of Unearned Shares, Units or Other Rights That Have Not Vested (#)	Equity Incentive Plan Awards: Market or Payout Value of Unearned Shares, Units or Other Rights That Have Not Vested (\$)
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)	(i)	(j)
PEO									
PFO									
A									
В									
С									

OPTION EXERCISES AND STOCK VESTED

	Option A	Awards	Stock A	Awards
Name	Number of	Value	Number of	Value
	Shares	Realized	Shares	Realized
	Acquired	on	Acquired	on
	on	Exercise	on	Vesting
	Exercise	(\$)	Vesting	(\$)
	(#)		(#)	
	. ,			
(a)	(b)	(c)	(d)	(e)
PEO				
PFO				
A				
В				
С				

PENSION BENEFITS

	1	1		
Name	Plan	Number	Present	Payments
	Name	of Years	Value of	During
		Credited	Accumulated	Last
		Service	Benefit	Fiscal
		(#)	(\$)	Year
			. ,	(\$)
				, ,
(a)	(b)	(c)	(d)	(e)
PEO				
PFO				
Α				
В				
С				

NONQUALIFIED DEFERRED COMPENSATION

		T	T	T	T
Name	Executive	Registrant	Aggregate	Aggregate	Aggregate
	Contributions	Contributions	Earnings	Withdrawals/	Balance
	in Last FY	in Last FY	in Last	Distributions	at Last
	(\$)	(\$)	FY	(\$)	FYE
	(Ψ)	(Ψ)		(Ψ)	
			(\$)		(\$)
(a)	(b)	(c)	(d)	(e)	(f)
PEO					
PFO					
A					
A					
В					
С					

DIRECTOR COMPENSATION

Name	Fees	Stock	Option	Non-Equity	Change in	All Other	Total
	Earned	Awards	Awards	Incentive Plan	Pension	Compensation	(\$)
	or	(\$)	(\$)	Compensation	Value and	(\$)	
	Paid in			(\$)	Nonqualified		
	Cash				Deferred		
	(\$)				Compensation		
					Earnings		
(a)	(b)	(c)	(d)	(e)	(f)	(g)	(h)
A							
В							
С							
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