

Metrics

	Year End 1998	Year End 1999 (2)	Year End 2000 (3)	Year End 2001
ROS	12.3%	13.6%	14.1%	9.8%
ROIC (1)	14.0%	17.4%	17.6%	14.0%
ROA	11.9%	14.4%	14.3%	11.3%
ROE	18.1%	21.5%	24.3%	13.0%

Note: ROS, ROIC and ROA calculated using EBIT. ROE calculated using Earnings before Change in Accounting Principle of \$1.4mm.

- (1) Calculation includes goodwill and other intangibles.
- (2) Excludes a \$3.1mm, \$1.8 mm after tax, one-time charge for deferred
- (3) Excludes a \$6.9 mm, \$4.1 mm after tax, special payment.