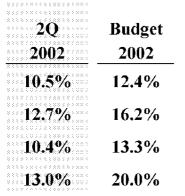
Metrics

| | Year End | Year End Year End Year F | |
|----------|----------|--|----------|
| | 1998 | <u>1999 (2)</u> <u>2000 (3)</u> <u>200</u> | <u> </u> |
| ROS | 12.3% | 13.6% 14.1% 9.8% | 6 |
| ROIC (1) | 14.0% | 17.4% 17.6% 14.09 | % |
| ROA | 11.9% | 14.4% 14.3% 11.39 | % |
| ROE | 18.1% | 21.5% 24.3% 13.0% | % |

Note: ROS, ROIC and ROA calculated using EBIT. ROE calculated usin 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.



1g Net Income

stock compensation.