



Board Member Attendance at Annual Meetings Policy

Effective as of September 7, 2004

The Company believes that the annual meeting of shareholders is a good opportunity for the shareholders to meet and, if appropriate, ask questions of the Board. It is also a good opportunity for the members of the Board to hear any feedback the shareholders may share with the Company at the meeting. All directors are strongly encouraged to attend the Company's annual meeting of shareholders. The Company will reimburse all reasonable out of pocket traveling expenses incurred by the directors in attending the annual meeting.

This Board Member Attendance at Annual Meetings Policy was approved by the Board on September 7, 2004.