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DECEMBER 5, 2004

Handwritten signature of Michael J. Russiello in blue ink.

MICHAEL J. RUSSIELLO
PRESIDENT AND CHIEF EXECUTIVE OFFICER

Handwritten signature of Michael A. Littman in blue ink.

MICHAEL A. LITTMAN
EXECUTIVE VICE PRESIDENT, TEST DEVELOPMENT

Handwritten signature of Phillip Shelton in blue ink.

PHILLIP SHELTON
PSYCHOMETRICIAN

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