

Explanation of Responses:

(1) The units are to be settled 100% in cash upon the reporting person's election to distribute the funds in equal installments over 10 years.

*Charles T. Doyle

1/7/2003

** Signature of Reporting Person

Date

*By: /s/ Marcia R. Glick, as attorney-in-fact

Reminder: Report on a separate line for each class of securities beneficially owned directly or indirectly.

* If the form is filed by more than one reporting person, see Instruction 4(b)(v).

** Intentional misstatements or omissions of facts constitute Federal Criminal Violations.
See 18 U.S.C. 1001 and 15 U.S.C. 78ff(a).

Note: File three copies of this Form, one of which must be manually signed. If space is insufficient, see Instruction 6 for procedure.

<http://www.sec.gov/divisions/corpfin/forms/form4.htm>

Last update: 09/05/2002