

Dated this ____ day of January 1999.

BOARD MEMBER

BOARD MEMBER

BOARD MEMBER

- c: Samuel J. Wells, Kansas City, KS
Marc K. Erickson, Overland Park, KS
David J. Bogdan, Overland Park, KS
John B. Rathmel, Overland Park, KS
Robert D. Benham, Lenexa, KS
Robert H. Foerschler, Administrative Law Judge
Philip S. Harness, Director