Practices relating to Personal Use of Corporate Aircraft.

While we maintain our corporate aircrafts primarily for business travel, we believe that it is often in our best interest from a productivity, safety and security concern that the CEO be permitted to use the aircraft for personal travel. Other executive officers are permitted personal use of the corporate aircraft only with the prior permission of the CEO. Under current IRS rules, we impute income to employees, including executive officers, for an amount based on Standard Industry Fare Level (SIFL) rates set by the US Department of Transportation. This imputed income amount is included in an employee's earnings at the end of the year and reported as income to the IRS. Periodically, the spouse of an employee will accompany the employee on our aircraft. In those instances, we will impute income related to the spouse's travel and the amount will be included in the employee's earnings at the end of the year. We will also provide the employee (other than the CEO) a tax gross-up on imputed income relating to spousal travel *if the employee's purpose of the trip was business related*. Please note that the provision of this gross-up is not limited to executive officers and *extends to any employee of the Company*. In addition, the IRS has set limitations on the amount of expenses we can deduct for personal use of the corporate aircraft. To the extent foregone corporate tax deductions exist attributable to a Named Executive Officer, we disclose the applicable amount in our Proxy Statement.