

Edgar Filing: PENN AMERICA GROUP INC - Form 10-Q

PENN AMERICA GROUP INC  
Form 10-Q  
August 13, 2001

SECURITIES AND EXCHANGE COMMISSION  
Washington, D.C. 20549

Form 10-Q

(Mark One)

QUARTERLY REPORT PURSUANT TO SECTION 13 OR 15 (d) OF THE SECURITIES  
EXCHANGE ACT OF 1934

For the quarterly period ended June 30, 2001  
-----

OR

TRANSITION REPORT PURSUANT TO SECTION 13 OR 15 (d) OF THE SECURITIES  
EXCHANGE ACT OF 1934

For the transition period from \_\_\_\_\_ to \_\_\_\_\_

Commission file number 0-22316  
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Penn-America Group, Inc.  
-----

(Exact name of registrant as specified in its charter)

Pennsylvania 23-2731409  
-----  
(State or other jurisdiction of (I.R.S. Employer Identification No.)  
incorporation or organization)

420 South York Road, Hatboro, Pennsylvania 19040  
-----  
(Address of principal executive offices, including zip code)

(215) 443-3600  
-----  
(Registrant's telephone number, including area code)

Indicate by check mark whether the registrant (1) has filed all reports required to be filed by Section 13 or 15(d) of the Securities Exchange Act of 1934 during the preceding 12 months (or for such other period that the registrant was required to file such reports) and (2) has been subject to such filing requirements for the past 90 days.

Yes  No   
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At August 10, 2001, 7,629,734 shares of the registrant's common stock, \$.01 par value, were outstanding.

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PENN-AMERICA GROUP, INC. AND SUBSIDIARIES  
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PENN-AMERICA GROUP, INC. AND SUBSIDIARIES  
Consolidated Balance Sheets  
(In thousands, except per share data)

	June 30, 2001	June 30, 2000
ASSETS		(Unaudited)
Investments:		
Fixed maturities:		
Available for sale, at fair value (amortized cost 2001, \$125,713; 2000, \$123,873)	\$ 128	128
Held to maturity, at amortized cost (fair value 2001, \$15,589; 2000, \$17,441)	15	24
Equity securities, at fair value (cost 2001, \$27,768; 2000, \$27,324)	24	24
Total investments	168	168
Cash		9

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Accrued investment income	2
Premiums receivable, net	11
Reinsurance recoverable	24
Prepaid reinsurance premiums	4
Deferred policy acquisition costs	9
Capital lease	1
Deferred income taxes	4
Income tax recoverable	2
Other assets	
	-----
Total assets	\$ 237
	=====
LIABILITIES AND STOCKHOLDERS' EQUITY	
Liabilities:	
Unpaid losses and loss adjustment expenses	\$ 115
Unearned premiums	39
Accounts payable and accrued expenses	2
Capitalized lease obligation	1
Other liabilities	2
	-----
Total liabilities	161
	-----
Stockholders' equity:	
Preferred stock, \$.01 par value; authorized 2,000,000 shares; None issued	
Common stock, \$.01 par value; authorized 20,000,000 shares; issued 2001 and 2000, 10,116,984 and 10,076,025 shares, respectively; outstanding 2001 and 2000, 7,616,984 and 7,576,025 shares, respectively	
Additional paid-in capital	70
Accumulated other comprehensive loss	
Retained earnings	30
Treasury stock, 2,500,000 shares in 2001 and 2000 at cost	(24)
Officers' stock loans	
Unearned compensation from restricted stock awards	
	-----
Total stockholders' equity	75
	-----
Total liabilities and stockholders' equity	\$ 237
	=====

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PENN-AMERICA GROUP, INC. AND SUBSIDIARIES  
Consolidated Statements of Operations  
(Unaudited)

For the three and six months ended June 30, 2001 and 2000  
(In thousands, except per share data)

Three months ended  
June 30, Si

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	2001	2000	2001
Revenues			
Premiums earned	\$ 22,206	\$ 22,479	\$45,2
Net investment income	2,815	2,460	5,6
Net realized investment loss	(334)	(16)	(2)
Total revenues	24,687	24,923	50,6
Losses and expenses			
Losses and loss adjustment expenses	15,453	17,994	32,1
Amortization of deferred policy acquisition costs	6,007	6,473	12,2
Other underwriting expenses	1,684	1,487	3,2
Corporate expenses	189	235	3
Interest expense	40	36	
Total losses and expenses	23,373	26,225	48,0
Income (loss) before income tax	1,314	(1,302)	2,6
Income tax expense (benefit)	320	(640)	6
Net income (loss)	\$ 994	\$ (662)	\$ 1,9
Net income (loss) per share, basic and diluted	\$ 0.13	\$ (0.09)	\$ 0.
Cash dividends per share	\$ 0.0525	\$ 0.0525	\$ 0.1

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PENN-AMERICA GROUP, INC. AND SUBSIDIARIES

Consolidated Statement of Stockholders' Equity  
(Unaudited)

For the six months ended June 30, 2001  
(In thousands, except per share data)

	Common Stock	Additional Paid-In Capital	Accumulated Other Comprehensive Income (Loss)	Retained Earnings	Treasury Stock	Officers Stock Loans
Balance at December 31, 2000	\$ 101	\$ 70,164	\$ ( 811)	\$ 29,583	\$ (24,161)	\$ (546)

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Net income	--	--	--	1,961	--	--
Other comprehensive income:						
unrealized gains on investments, net of tax and reclassification adjustment	--	--	432	--	--	--
Comprehensive income						
Issuance of common stock	--	358	--	--	--	--
Officers' stock loans	--	--	--	--	--	(109)
Amortization of compensation expense from restricted stock awards issued	--	--	--	--	--	--
Cash dividends paid (\$0.0525 per share)	--	--	--	(797)	--	--
Balance at June 30, 2001	\$ 101	\$ 70,522	\$ (379)	\$ 30,747	\$ (24,161)	\$ (655)

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PENN-AMERICA GROUP, INC. AND SUBSIDIARIES  
Consolidated Statements of Cash Flows  
(Unaudited)

For the six months ended June 30, 2001 and 2000  
(In thousands)

	Six mo
	2001
Cash flows from operating activities:	
Net income	\$ 1,9
Adjustments to reconcile net income to net cash provided (used) by Operating activities:	
Amortization and depreciation expense	2
Net realized investment loss	(2)
Deferred income tax (benefit) expense	(5,4)
Net increase (decrease) in premiums receivable, prepaid reinsurance premiums and unearned premiums	5
Net increase in unpaid losses and loss adjustment expenses and reinsurance recoverable	1,0
Accrued investment income	9
Deferred policy acquisition costs	(1)
Income tax recoverable	(3)
Other assets	(1,4)
Accounts payable and accrued expenses	
Other liabilities	(1,4)
Net cash provided (used) by operating activities	(1,4)

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Cash flows from investing activities:	
Purchases of equity securities	(2,0
Purchases of fixed maturities available for sale	(17,5
Purchases of fixed maturities held to maturity	
Proceeds from sales of equity securities	1,3
Proceeds from sales and maturities of fixed maturities available for sale	15,8
Proceeds from maturities and calls of fixed maturities held to maturity	2,0
Change in short-term investments	
	-----
Net cash used by investing activities	(3
	-----
Cash flows from financing activities:	
Issuance of common stock	3
Purchase of treasury stock	
Officers' stock loans	(1
Principal payments on capital lease obligations	(
Dividends paid	(7
	-----
Net cash used by financing activities	(6
	-----
Decrease in cash	(2,3
Cash, beginning of period	11,4
	-----
Cash, end of period	\$ 9,0
	=====
Supplemental disclosure of cash flow information:	
Interest paid	\$
Taxes recovered	

PENN-AMERICA GROUP, INC. AND SUBSIDIARIES

Notes to Unaudited Consolidated Financial Statements

Note 1 - Organization and Basis of Presentation

Penn-America Group, Inc. ("PAGI" or the "Company") is an insurance holding company. Approximately 41% of the outstanding common stock of the Company was owned by Penn Independent Corporation ("Penn Independent") at June 30, 2001. The accompanying financial statements include the accounts of the Company and its wholly owned subsidiary, Penn-America Insurance Company ("Penn-America") and its wholly owned subsidiary, Penn-Star Insurance Company ("Penn-Star").

Penn-America and Penn-Star underwrite commercial property and general liability insurance and multi-peril insurance for small businesses located primarily in small towns and suburban and rural areas. Penn-America and Penn-Star can write business in all 50 states and the District of Columbia. The companies write business on both an admitted and excess and surplus lines basis in 35 states, on an admitted basis only in 3 states and on an excess and surplus lines basis only in 12 states and the District of Columbia.

The accompanying condensed unaudited consolidated financial statements

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and notes have been prepared in accordance with accounting principles generally accepted in the United States ("GAAP") for interim financial information and with the instructions to Form 10-Q and Article 10 of Regulation S-X. Accordingly, they do not include all of the information and notes required by GAAP for complete financial statements. In the opinion of management, all adjustments (consisting of normal and recurring adjustments) considered necessary for a fair presentation of results for the interim periods have been included. All significant intercompany accounts and transactions have been eliminated in consolidation. It is suggested that these condensed unaudited consolidated financial statements and notes be read in conjunction with the financial statements and notes in the Company's 2000 Annual Report which was incorporated by reference into the Company's Form 10-K for the year ended December 31, 2000. The Company's results of operations for interim periods are not necessarily indicative of the results to be expected for the entire year.

### Note 2 - Reinsurance

Premiums earned are presented net of amounts ceded to reinsurers of \$3.0 million and \$2.9 million for the three months ended June 30, 2001 and 2000, respectively. Losses and loss adjustment expenses are presented net of amounts ceded to reinsurers of \$700,000 and \$637,000 for the three months ended June 30, 2001 and 2000, respectively.

Premiums earned are net of amounts ceded to reinsurers of \$6.0 million and \$5.5 million for the six months ended June 30, 2001 and 2000, respectively. Losses and loss adjustment expenses are net of amounts ceded to reinsurers of \$3.4 million and \$2.5 million for the six months ended June 30, 2001 and 2000, respectively.

### Note 3 - Comprehensive Income

Accumulated other comprehensive income (loss) of the Company consists solely of unrealized gains or losses on investment securities net of applicable income tax expense or benefit and reclassification adjustments. Comprehensive income was \$759,000 for the three months ended June 30, 2001, compared with a comprehensive loss of \$1.1 million for the three months ended June 30, 2000. Comprehensive income was \$2.4 million and \$1.2 million for the six months ended June 30, 2001 and 2000, respectively.

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## PENN-AMERICA GROUP, INC. AND SUBSIDIARIES

### Notes to Unaudited Consolidated Financial Statements (continued)

### Note 4 - Income (Loss) Per Share

The following is a reconciliation of the numerators and denominators of the basic and diluted income (loss) per share computations:

(in thousands, except per share data) Three months ended  
June 30,  
-----

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	2001 -----	2000 -----	200 -----
Basic per share computation:			
Net income (loss)	\$ 994	\$ (662)	\$ 1,9
Weighted average common shares outstanding	7,605 -----	7,616 -----	7,5 -----
Basic net income (loss) per share	\$ 0.13 =====	\$ (0.09) =====	\$ 0. =====
Diluted per share computation:			
Net income (loss)	\$ 994	\$ (662)	1,9
Weighted average common shares outstanding	7,605	7,616	7,5
Additional shares outstanding after the assumed exercise of stock options by applying the treasury stock method	71 -----	*	-----
Total shares	7,676 =====	7,616 =====	7,6 =====
Diluted net income (loss) per share	\$ 0.13 =====	\$ (0.09) =====	\$ 0. =====

\*The potential impact of common stock purchase options is not considered as the impact is anti-dilutive.

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PENN-AMERICA GROUP, INC. AND SUBSIDIARIES

Notes to Unaudited Consolidated Financial Statements  
(continued)

Note 5- Segment Information

The Company has two reportable segments: non-standard personal automobile and commercial lines. The Company announced in April 1999 that it would run-off its remaining personal lines automobile business, which was underwritten through a single agent in California. This followed a decision earlier in 1999 to eliminate the Company's non-standard personal automobile business in nine other states. The Company will continue to report on this segment separately until the amounts relating to the non-standard personal automobile business become immaterial to the financial statements presented. These segments are managed separately because they have different customers, pricing and expense structures. The Company does not allocate assets between



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segments because assets are reviewed in total by management for decision-making purposes.

The accounting policies of the segments are the same as those more fully described in the summary of significant accounting policies in Note 1 of the Company's 2000 Annual Report, which was incorporated by reference into the Company's 2000 Form 10-K. The Company evaluates segment profit based on profit or loss from operating activities. Segment profits or losses from operations are pre-tax and do not include unallocated expenses but do include investment income attributable to insurance transactions. Segment profit or loss therefore excludes federal income taxes, unallocated expenses and investment income attributable to equity as opposed to investment income attributable to insurance transactions.

The following is a summary of the Company's segment revenues, expenses and profit:

(in thousands)	Three months ended June 30, 2001		
	Commercial	Personal Automobile	Total
Premiums earned	\$ 22,200	\$ 6	\$ 22,206
Net investment income from insurance operations	1,568	71	1,639
Total segment revenues	23,768	77	23,845
Segment losses and loss adjustment expenses	15,750	(297)	15,453
Segment expenses	6,558	5	6,563
Total segment expenses	22,308	(292)	22,016
Segment income	\$1,460	\$369	\$1,829
Unallocated items:			
Net investment income from equity			842
Unallocated expenses			(1,357)
Income tax expense			(320)
Net income			\$ 994

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Note 5- Segment Information (Continued)

(in thousands)

	Three months ended June 30, 2000	
	Commercial	Personal Automobile
Premiums earned	\$ 21,090	\$ 1,389
Net investment income from insurance operations	1,304	146
<b>Total segment revenues</b>	<b>22,394</b>	<b>1,535</b>
Segment losses and loss adjustment expenses	16,935	1,059
Segment expenses	6,481	497
<b>Total segment expenses</b>	<b>23,416</b>	<b>1,556</b>
Segment income	\$ (1,022)	\$ (20)
Unallocated items:		
Net investment income from equity		
Unallocated expenses		
Income tax benefit		
Net income		

(in thousands)

	Six months ended June 30, 2001	
	Commercial	Personal Automobile
Premiums earned	\$ 45,226	\$ 22
Net investment income from insurance operations	3,434	155
<b>Total segment revenues</b>	<b>48,660</b>	<b>177</b>
Segment losses and loss adjustment expenses	33,680	(1,493)
Segment expenses	13,149	10
<b>Total segment expenses</b>	<b>46,829</b>	<b>(1,483)</b>
Segment income	\$ 1,831	\$ 1,660
Unallocated items:		
Net investment income from equity		
Unallocated expenses		

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Income tax expense

Net income

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(in thousands)

	Six months ended June 30, 2000	
	Commercial	Personal Automobile
Premiums earned	\$ 40,867	\$ 3,159
Net investment income from insurance operations	2,501	302
Total segment revenues	43,368	3,461
Segment losses and loss adjustment expenses	29,688	2,211
Segment expenses	12,535	1,142
Total segment expenses	42,223	3,353
Segment income	\$ 1,145	\$ 108
Unallocated items:		
Net investment income from equity		
Unallocated expenses		
Income tax benefit		
Net income		

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PENN-AMERICA GROUP, INC. AND SUBSIDIARIES

Management's Discussion and Analysis of Financial Condition  
and Results of Operations

Results of Operations

Three Months Ended June 30, 2001 and 2000

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Premiums earned decreased 1.2% to \$22.2 million for the three months ended June 30, 2001 from \$22.5 million for the three months ended June 30, 2000, due to a decline in non-standard personal automobile earned premiums. The Company announced in 1999 that it is running off its non-standard personal automobile business.

Gross written premiums decreased 16.7% for the three months ended June 30, 2001 to \$23.6 million compared to \$28.3 million for the three months ended June 30, 2000, due to a 13.7% decrease in commercial gross written premiums and a 100% decline in non-standard personal automobile premiums. The commercial gross written premium decline resulted primarily from our decision in October 2000 to exit the commercial automobile line of business.

Net written premiums decreased 16.6% for the three months ended June 30, 2001 to \$20.9 million compared to \$25.0 million for the three months ended June 30, 2000, due to a 13.2% decrease in commercial net written premiums and a 100% decline in non-standard personal automobile business.

Net investment income increased 14.4% to \$2.8 million for the three months ended June 30, 2001, from \$2.5 million for the three months ended June 30, 2000. This increase resulted principally from an increase in the investment yield of the fixed income investment portfolio and the growth in invested assets.

Losses and loss adjustment expenses decreased 14.1% to \$15.5 million for the three months ended June 30, 2001, from \$18.0 million for the three months ended June 30, 2000.

Amortization of deferred policy acquisition costs ("DAC") decreased 7.2% to \$6.0 million for the three months ended June 30, 2001, from \$6.5 million for the three months ended June 30, 2000 due to a reduction in commission rates and decreased earned premium.

Other underwriting expenses increased 13.2% to \$1.7 million for the three months ended June 30, 2001, from \$1.5 million for the three months ended June 30, 2000.

The overall statutory combined ratio for the Company decreased to 104.3 for the three months ended June 30, 2001, from 114.7 for the three months ended June 30, 2000, primarily due to the decrease in the loss ratio to 69.6 in 2001, compared to 80.0 in 2000. The expense ratio was 34.7 for the three months ended June 30, 2001 and the three months ended June 30, 2000.

As a result of the factors described above, net income for the three months ended June 30, 2001 was \$1.0 million or \$0.13 per share (basic and diluted), compared to net loss of \$.7 million or \$0.09 per share (basic and diluted) for the three months ended June 30, 2000.

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Six Months Ended June 30, 2001 and 2000

Premiums earned increased 2.8% to \$45.2 million for the six months ended June 30, 2001 from \$44.0 million for the six months ended June 30, 2000, due to a 10.7% increase in commercial earned premiums, partially offset by a 99.3% decline in non-standard personal automobile earned premiums. The Company announced in 1999 that it is running off its non-standard personal automobile business.

Gross written premiums decreased 13.2% for the six months ended June 30, 2001 to \$47.4 million compared to \$54.6 million for the six months ended June 30, 2000, due to a 9.1% decrease in commercial gross written premiums and a 100% decline in non-standard personal automobile premiums. The commercial gross written premium decline resulted primarily from our decision in October 2000 to exit the commercial automobile line of business.

Net written premiums decreased 13.4% for the six months ended June 30, 2001 to \$41.9 million compared to \$48.4 million for the six months ended June 30, 2000, due to a 8.8% decrease in commercial net written premiums and a 99.9% decline in non-standard personal automobile business.

Net investment income increased 16.6% to \$5.7 million for the six months ended June 30, 2001, from \$4.9 million for the six months ended June 30, 2000. This increase resulted principally from an increase in the investment yield of the fixed income investment portfolio and the growth in invested assets.

Losses and loss adjustment expenses increased 0.9% to \$32.2 million for the six months ended June 30, 2001, from \$31.9 million for the six months ended June 30, 2000.

Amortization of deferred policy acquisition costs ("DAC") decreased 3.8% to \$12.2 million for the six months ended June 30, 2001 compared to \$12.7 million in 2000 due to a reduction in commission rates.

Other underwriting expenses increased 10.3% to \$3.2 million for the six months ended June 30, 2001, from \$2.9 million for the six months ended June 30, 2000.

The overall statutory combined ratio for the Company decreased to 105.6 for the six months ended June 30, 2001, from 107.5 for the six months ended June 30, 2000, primarily due to the decrease in the loss ratio to 71.1 in 2001, compared to 72.5 in 2000. The expense ratio decreased to 34.5 for the six months ended June 30, 2001, compared to 35.0 for the six months ended June 30, 2000, due in part to the aforementioned commission reduction.

As a result of the factors described above, net income for the six months ended June 30, 2001 was \$2.0 million or \$0.26 per share (basic and diluted), compared to net income of \$0.9 million or \$0.12 per share (basic and diluted) for the six months ended June 30, 2000.

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PENN-AMERICA GROUP, INC. AND SUBSIDIARIES

Management's Discussion and Analysis of Financial Condition  
and Results of Operations

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(continued)

### Liquidity and Capital Resources

PAGI is a holding company, the principal asset of which is the common stock of Penn-America. The principal source of cash for the payment of dividends to PAGI's stockholders, PAGI operating expenses and repurchase of PAGI stock is dividends from Penn-America and Penn-Star. Penn-America's principal sources of funds are operations, investment income and proceeds from sales and redemptions of investments. Funds are used by Penn-America and Penn-Star principally to pay claims and operating expenses, to purchase investments and to make dividend and other payments to PAGI.

Penn-America is required by law to maintain a certain minimum surplus on a statutory basis and is subject to risk-based capital requirements and regulations under which payment of dividends from statutory surplus may require prior approval from the Pennsylvania Insurance Department. Penn-America may pay dividends to PAGI without advance regulatory approval only from unassigned surplus and only to the extent that all dividends in the past twelve months do not exceed the greater of 10% of total statutory surplus, or statutory net income for the prior year. Using this criteria, the available ordinary dividend for 2001 is \$5.5 million. No ordinary dividends were paid to PAGI in 2000. In 2000, Penn-America paid a \$6.4 million return of capital to PAGI, after receiving approval from the Pennsylvania Insurance Department, which PAGI used to repurchase stock and to pay dividends and PAGI operating expenses. Penn-America paid a \$0.6 million dividend to PAGI on May 9, 2001.

Net cash used by operating activities was \$1.4 million for the six months ended June 30, 2001, compared to \$5.6 million provided by operating activities for the six months ended June 30, 2000.

Net cash used by investing activities was \$.4 million for the six months ended June 30, 2001, compared to \$5.2 million for the six months ended June 30, 2000.

Net cash used by financing activities was \$0.6 million for the six months ended June 30, 2001, compared to \$5.6 million for the six months ended June 30, 2000. In 2000, \$4.7 million was used to purchase treasury stock, and no such purchases were made in 2001.

Statutory surplus as of June 30, 2001 increased to \$60.0 million from \$55.5 million as of December 31, 2000, due primarily to a \$2.7 million net positive impact of adopting the standard set of statutory accounting principles known as "codification" and statutory net income of \$3.0 million.

The Company believes it has sufficient liquidity to meet its anticipated insurance obligations and operating and capital expenditure needs. The Company's investment strategy emphasizes quality, liquidity and diversification, as well as total return. With respect to liquidity, the Company considers liability durations, specifically related to loss reserves, when determining desired investment maturities. In addition, maturities have been staggered to produce cash flows for loss payments and reinvestment opportunities.

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and Results of Operations  
(continued)

The Company's fixed maturity portfolio of \$143.6 million was 85.4% of the total investment portfolio as of June 30, 2001. Approximately 97% of these securities were rated "A" or better by Standard & Poor's or Moody's. The average duration of the fixed maturity portfolio as of June 30, 2001 was approximately 3.58 years. Equity securities, the majority of which consist of preferred stocks and exchange traded funds, were \$24.6 million or 14.6% of total investments as of June 30, 2001.

As of June 30, 2001, the investment portfolio contained \$44.5 million of mortgage/asset-backed obligations, which represents 26.4% of the total investments as of June 30, 2001. All of these securities were "AA"-rated or better and 72.8% were "AAA"-rated by Standard & Poor's or Moody's. These securities, which were issued by government, government-related agencies or publicly held corporations, are publicly traded, and have market values obtained from an independent pricing service. Changes in estimated cash flows due to changes in prepayment assumptions from the original purchase assumptions are revised based on current interest rates and the economic environment. The Company had no derivative financial instruments, real estate or mortgages in the investment portfolio as of June 30, 2001.

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## PENN-AMERICA GROUP, INC. AND SUBSIDIARIES

### PART II. OTHER INFORMATION

- Item 1. Legal Proceedings - None
- Item 2. Changes in Securities - None
- Item 3. Default Upon Senior Securities - None
- Item 4. Submission of Matters to a Vote by Security Holders - None
- Item 5. Other Information - None
- Item 6. Exhibits and Reports on Form 8-K

On April 3, 2001, the Company filed a current report on Form 8-K announcing the availability of annual statements of its insurance subsidiaries, Penn-America Insurance Company and Penn-Star Insurance Company, on the Company's website, in hard copy from the Company, or from the Pennsylvania Insurance Department. This filing was made relative to Regulation FD requirements only.

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On May 16, 2001, the Company filed a current report on Form 8-K announcing the availability of first quarter statements of its insurance subsidiaries, Penn-America Insurance Company and Penn-Star Insurance Company, on the Company's website, in hard copy from the Company, or from the Pennsylvania Insurance Department. This filing was made relative to Regulation FD requirements only.

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SIGNATURE

Pursuant to the requirements of the Securities Exchange Act of 1934, the Registrant has duly caused this report to be signed on its behalf by the undersigned thereunto duly authorized.

Penn-America Group, Inc.

Date: August 13, 2001  
-----

By: /s/ Jon S. Saltzman  
-----  
Jon S. Saltzman  
President and  
Chief Executive Officer

By: /s/ Joseph F. Morris  
-----  
Joseph F. Morris  
Senior Vice President and  
Chief Financial Officer

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