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Effective January 1, 2002

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*Chief Executive Officer
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*Founder and President
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Estacado Industries Inc.
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Timothy A. Shell
*President
ExecuTrain of Houston Inc.
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Steven R. Vandegrift
*General Partner
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**FEDERAL ADVISORY
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Richard W. Evans, Jr.
*Chairman and CEO
Frost National Bank
San Antonio*

Effective December 31, 2001