

For the individual directors

<b><i>RATING</i></b>	
<b>SA</b>	Strongly Agree
<b>A</b>	Agree
<b>N</b>	Neither Agree Nor Disagree
<b>D</b>	Disagree
<b>SD</b>	Strongly Disagree

**(NAME OF DIRECTOR)**

<p><b>SA</b> – <i>Strongly Agree</i>, <b>A</b> – <i>Agree</i>, <b>N</b> – <i>Neither Agree Nor Disagree</i>,  <b>D</b> – <i>Disagree</i>, <b>SD</b> – <i>Strongly Disagree</i></p>
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|---|----|---|---|---|----|
| 1. I devote an appropriate amount of time to the issues and the needs of the Company to be able to make informed decisions. | SA | A | N | D | SD |
| 2. I feel comfortable with my understanding of critical technical issues.   | SA | A | N | D | SD |
| 3. I spend sufficient time with the materials and CEO to understand long- range planning.                                   | SA | A | N | D | SD |
| 4. I initiate contact with the Chairman when appropriate.   | SA | A | N | D | SD |
| 5. I understand the Company’s industry and markets.   | SA | A | N | D | SD |
| 6. I challenge the strategy and direction when necessary.   | SA | A | N | D | SD |
| 7. I am able to remain objective, even in the face of the most difficult decisions.   | SA | A | N | D | SD |
| 8. I often speak my mind during meetings, even if the views are different from other Directors.                             | SA | A | N | D | SD |
| 9. I have personal contact with senior management.  | SA | A | N | D | SD |
| 10. I am fully prepared for Board meetings.   | SA | A | N | D | SD |

11. I am fully prepared for Committee meetings.	SA	A	N	D	SD
12. When I am absent from Board meetings, I gather enough information about the meeting to stay sufficiently informed.	SA	A	N	D	SD
13. When I am absent from Committee meetings, I gather enough information about the meeting to stay sufficiently informed.	SA	A	N	D	SD
14. When appropriate, I take the initiative to obtain relevant corporate information.	SA	A	N	D	SD
15. I encourage contributions from other Board or Committee members.	SA	A	N	D	SD
16. I offer creative and innovative ideas.	SA	A	N	D	SD
17. I make my individual expertise available when called upon by management.	SA	A	N	D	SD
18. I derive satisfaction and a feeling of accomplishment through serving on the Board of Directors.	SA	A	N	D	SD
19. I maintain discretion and confidentiality with received information.	SA	A	N	D	SD
20. I feel comfortable with the amount of time and level of commitment expected of me.	SA	A	N	D	SD
21. I have sufficient expertise to evaluate strategies, policies, market development and industry-specific idiosyncrasies from a higher long-term oriented level.	SA	A	N	D	SD
22. I take tough, constructive stands at Board or Committee meetings when necessary.	SA	A	N	D	SD
23. I am a valuable resource in fulfilling the accountabilities of the Board.	SA	A	N	D	SD
24. I am decisive, action-oriented, and I get things done.	SA	A	N	D	SD

25. I ensure that the Board or Committee makes decisions.	SA	A	N	D	SD
26. I make effective contributions at Board or Committee meetings.	SA	A	N	D	SD
27. I have good conceptual and theoretical ability.	SA	A	N	D	SD
28. I am an effective troubleshooter.	SA	A	N	D	SD
29. I communicate persuasively.	SA	A	N	D	SD
30. I seek information and opinions from others.	SA	A	N	D	SD
31. I confront conflict and help manage it constructively and productively.	SA	A	N	D	SD

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**Comments:**

**Accomplished by:**

**Date:**