

Q. Prior to 2000, employee future benefits expenses were recognized on a cash basis. On which line of Exhibit 3 are these costs included in the years 1997 to 1999 and what was the amount incurred in each year?

A. In Exhibit 3, all employee future benefit costs incurred in the years 1997 to 1999 are included under the “Other Costs” category in “Salaries”. The amounts incurred for each of these years on a cash basis are as follows:

1997 – \$512,197

1998 – \$297,221

1999 – \$385,345