Officers

James F. Beré
Chairman and
Chief Executive Officer
16 *years service*
Robert O. Bass
President
43 *years service*
James J. Gavin, Jr.
Senior Vice President—Finance
8 *years service*
Russell J. Parsons
Senior Vice President,
General Counsel and Secretary
30 *years service*
Donald W. Collier
Vice President—Technology
16 *years service*
Thomas S. Farmer
Vice President
5 *years service*
James H. Ingersoll
Vice President—External Affairs
31 *years service*

Robert E. LaRoche
Vice President
21 *years service*
Henry C. Miller
Vice President
13 *years service*
Frank E. Pilling
Vice President
27 *years service*
Elmer D. Robinson
Vice President
21 *years service*
William M. Valiant
Vice President and Treasurer
29 *years service*
Peter C. Valli
Vice President
18 *years service*
William H. Weltyk
Vice President
17 *years service*

James R. Deters
Controller
7 *years service*
Gordon F. Hegwood
Assistant Controller
13 *years service*
Frederic C. Kautz
Assistant Treasurer
11 *years service*
Mark F. Ogan
Assistant Treasurer
7 *years service*
James R. Lidman
Assistant Secretary
10 *years service*
Jeannette E. Terris
Assistant Secretary
28 *years service*
Jack L. Wentz
Assistant Secretary
14 *years service*

Management committees

Policy and Planning committee
James F. Beré, Chairman
Robert O. Bass
James J. Gavin, Jr.
Donald W. Collier
Russell J. Parsons
Elmer D. Robinson

Operations committee
Robert O. Bass, Chairman
Frank E. Pilling
Thomas S. Farmer
Elmer D. Robinson
Robert E. LaRoche
Peter C. Valli
James R. Deters

Directors

Robert O. Bass
President
Borg-Warner Corporation
Director since 1973
James F. Beré
Chairman and Chief Executive Officer
Borg-Warner Corporation
Director since 1968
Weston R. Christopherson
President, Jewel Companies, Inc.
Chicago, Illinois
Director since 1973
Charles S. Davis, Jr.
Retired
Grosse Pointe Farms, Michigan
Director since 1953
Gaylord Donnelley
Chairman of the Executive Committee
R. R. Donnelley & Sons Company
Chicago, Illinois
Director since 1966
Gaylord Freeman
Honorary Chairman
The First National Bank of Chicago
Director since 1957
James J. Gavin, Jr.
Senior Vice President—Finance

William B. Graham
Chairman and Chief Executive Officer
Baxter Laboratories, Inc.
Deerfield, Illinois
Director since 1971
Robert P. Gwinn
Chairman and Chief Executive Officer
Sunbeam Corporation, Chicago, Illinois
Director since 1966
Raymond M. Holliday
Chairman of the Board and
Chief Executive Officer
Hughes Tool Company, Houston, Texas
Director since 1975
Robert S. Ingersoll
Deputy Chairman, Board of Trustees
University of Chicago
Director since 1976 *and* 1955-72
William G. Karnes
Retired Chairman
and Chief Executive Officer
Beatrice Foods Co., Chicago, Illinois
Director since 1959
James E. Olson
President and Chief Executive Officer
Illinois Bell Telephone Company
Chicago, Illinois

Committees of the board

Executive committee
James F. Beré, Chairman
Robert O. Bass
James J. Gavin, Jr.
Robert P. Gwinn
William G. Karnes

Compensation committee
Gaylord Freeman, Chairman
Robert P. Gwinn, Vice Chairman
Weston R. Christopherson
Gaylord Donnelley
William G. Karnes

Finance committee
William G. Karnes, Chairman
Gaylord Donnelley
Gaylord Freeman
William B. Graham

Audit committee
Weston R. Christopherson, Chairman
Charles S. Davis, Jr.
Gaylord Donnelley
James E. Olson