

Officers

Malcolm F. Baker
Vice President
(Protective Services)
19 years service

Ben C. M. Bastianen
Assistant Treasurer
17 years service

James F. Beré
Chairman and
Chief Executive Officer
25 years service

William C. Cline
Assistant Controller
4 years service

James R. Deters
Vice President
(Finance)
16 years service

Richard J. Doyle
Vice President
(Automotive)
28 years service

Neal F. Farrell
Vice President
(Taxes)
26 years service

Robert J. M. Fisher
Vice President
(International)
5 years service

James J. Gavin, Jr.
Vice Chairman
17 years service

Leonard A. Harvey
Executive Vice President
(Automotive, Chemicals and
Plastics, Industrial Products)
33 years service

William H. Hernandez
Assistant Controller
12 years service

Clarence E. Johnson
President and
Chief Operating Officer
33 years service

Robert A. Morris
Vice President
(Communications)
9 years service

John D. O'Brien
Vice President
(Human Resources)
20 years service

Mark F. Ogan
Assistant Treasurer
16 years service

Keith D. Schulz
Vice President and General Counsel
19 years service

Jeannette E. Terris
Assistant Secretary
37 years service

Donald C. Trauscht
Vice President
(Corporate Planning)
18 years service

William M. Valiant
Vice President and Treasurer
38 years service

Peter C. Valli
Vice President
(Industrial Products)
27 years service

William H. Weltyk
Vice President
(Technology)
26 years service

Jack L. Wentz
Secretary
23 years service

Timothy M. Wood
Controller
9 years service

Management Committee

Executive Management Committee

James F. Beré, Chairman
James J. Gavin, Jr.
Clarence E. Johnson

Policy and Planning Committee

Clarence E. Johnson, Chairman
James R. Deters
Leonard A. Harvey
Robert A. Morris
John D. O'Brien
Keith D. Schulz
Donald C. Trauscht

Operations Committee

Clarence E. Johnson, Chairman
Malcolm F. Baker
Richard C. Curran
Richard J. Doyle
Robert J. M. Fisher
Leonard A. Harvey
George J. McNally
Donald D. Torisky
Peter C. Valli
William H. Weltyk
Timothy M. Wood

Directors

James F. Beré
Chairman and
Chief Executive Officer
Borg-Warner Corporation
Director since 1968

Marcus Blerich
Chairman of the
Board of Management
Robert Bosch GmbH
Stuttgart, West Germany
Director since 1985

Weston R. Christopherson
Chairman and
Chief Executive Officer
The Northern Trust Company
Chicago, Illinois
Director since 1973

John E. Corbally
President and Director
John D. and Catherine T.
MacArthur Foundation
Chicago, Illinois
Director since 1983

James J. Gavin, Jr.
Vice Chairman
Borg-Warner Corporation
Director since 1969

Richard P. Hamilton
Chairman and
Chief Executive Officer
Hartmarx Corporation
Director since 1986

Clarence E. Johnson
President and
Chief Operating Officer
Borg-Warner Corporation
Director since 1984

Paul R. Judy
Corporate Director
and Advisor
Chicago, Illinois
Director since 1983

James R. Lesch
Chairman
Hughes Tool Company
Houston, Texas
Director since 1983

Joan D. Manley
Corporate Director
Director since 1980

John D. Nichols
President and
Chief Executive Officer
Illinois Tool Works Inc.
Chicago, Illinois
Director since 1984

James J. O'Connor
Chairman and
Chief Executive Officer
Commonwealth Edison Company
Chicago, Illinois
Director since 1978

James E. Olson
President and
Chief Operating Officer
American Telephone and
Telegraph Company
New York, New York
Director since 1974

Thomas C. Theobald
Vice Chairman
Citicorp/Citibank, N.A.
New York, New York
Director since 1977

Committees of the Board

Executive Committee

James F. Beré, Chairman
Weston R. Christopherson
James J. Gavin, Jr.
Clarence E. Johnson

Compensation Committee

James E. Olson, Chairman
Weston R. Christopherson
James J. O'Connor

Finance Committee

James J. Gavin, Jr., Chairman
Paul R. Judy
James R. Leach
John D. Nichols
Thomas C. Theobald

Audit Committee

James J. O'Connor, Chairman
John E. Corbally
James R. Lesch
Joan D. Manley

Nominating Committee

Weston R. Christopherson, Chair
James J. O'Connor
James E. Olson