

AFFIDAVIT

STATE OF MISSOURI)
) ss
COUNTY OF JACKSON)

On the 2nd day of November 2004, before me appeared Gene E. Bauer, Ph.D., to me personally known, who, being by me first duly sworn, states that he is the Managing Director, Western U.S. of Hay Group, Inc. that he has read the above and foregoing document and believes that the statements therein are true and correct to the best of his information, knowledge and belief.

Gene E. Bauer

Gene E. Bauer, Ph.D.

Subscribed and sworn to before me this 2nd day of November, 2004.

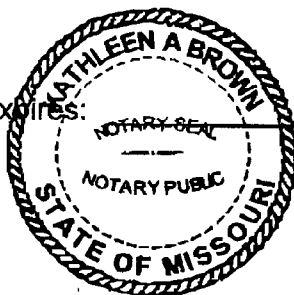
Kathleen A. Brown

Signature, Notary Public

Kathleen A. Brown

Name, Notary Public

My commission expires:



KATHLEEN A. BROWN
Notary Public - State of Missouri
JACKSON COUNTY
My Commission Expires June 5, 2007