

EXHIBIT A

Category of Employee	Summary of Severance Policy (Calculated Based Upon Base Salary of Employee)
Senior VP equivalent	16 weeks
VP equivalent	12 weeks
Director equivalent	8 weeks
Manager equivalent	4 weeks
All others	2 weeks

Category of Employee	Length of Service Component
Senior VP equivalent	None
VP equivalent	1 week for each 2 full years of service, capped at 4 weeks
Director equivalent	1 week for each 2 full years of service, capped at 4 weeks
Manager equivalent	1 week for each 2 full years of service, capped at 4 weeks
All others	1 week for each 2 full years of service, capped at 4 weeks