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SCHEDULE 14A
(RULE 14a
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INFOR)

We look forward to meeting with you at the Annual Meeting.

Sincerely,

/s/ M. Thomas Moore

M. THOMAS MOORE
Chairman and Chief Executive Of* he s hutihu

management consultants. Mr. Oresman was with Booz-Allen & Hamilton, Inc., management consultants, for 19 years where he was Senior Vice President and Chairman of Booz-Allen & Hamilton International, and previously held manufacturing positionZyageent and

The Finance Committee, consisting of Mr. Whitehouse (chairman), Dr. Kanuk, and Messrs. McAllister, Morley and Schwartz, reviews the Company's

Mr. Joklik, 2,000; Mr. Jones, 2,500; Dr. Kanuk, 2,500; Mr. McAllister, 500;
Mr. Morley, 1,000; Mr. Oresman, 2,500; Mr. Schwartz, 1,000; Mr. Wad...u(a ...câMister Mr. Wad... (a

executive officers, based on industry survey data. As a result, executive officers received a total salary increase of 4 percent on July 1, 1994 and their total annual incentive target was reduced by 12.6 percent. Executive officers received no further salary increases during the subsequent 18 months through December 31, 1995, exhrtotal sEedd byn

ring

million, or \$9.50 million)

1993	120	118	172	120
1994	122	120	167	139
1995	140	165	155	154
1996	160	203	139	

which can be issued under the Plan, to reflect recently adopted changes in Rule 16b-3 under the Secu

period may be subject to earlier termination in the e

books of account and other records of the Company and its consolidated subsidiaries for the fiscal year ending December 31, 2018.

Meeting for action; however, if any such other matters shall properly come before the Meeting, it is intended that the persons authorized under proxies may, in the absence of instructions to the contrary, vote or act thereon in accordance with their best judgment.

SHAREHOL

"PARTICIPANT" means a pers

Committee determines th

or to the Company for purposes of Section 3 of this Plan, and all references hi~~sh~~i

(d) This Plan shall not confer upon any Participant any right with respect to continuance of employment other than upon a

