

Corporate Employee Retention Program (General Roofing) - Payable in December, 2004

Employee Name	Current Position	Bi-Weekly Rate	Annual Rate	10% Retention Bonus
Dotson, Sharon	Front Office Administrator	1,220	31,710	3,171
Nicholls, Ingrid	Phenolic Div. Coordinator	1,062	27,615	2,762
Spach, Michael	Dir. of Ops - Phenolic Div.	2,885	75,000	7,500
Allman, Ross	Dir. of Safety & Loss Prevention	3,269	85,000	8,500
Kimble, Sue	Financial Analysis Officer	3,077	80,000	8,000
Carnahan, Claude	Regional Controller (NorthEast)	3,269	85,000	8,500
Simons, Ralph	Regional Controller (South)	3,077	80,000	8,000
Marin, Patricia	Controller Supporting Corp		89,500	8,950
Tabler, Bruce	Controller Supporting Corp		131,500	13,150
Major, Amy	Executive Assistant	1,462	38,000	3,800
Burks, Jeffery	COO	7,115	185,000	18,500
Stielcki, Daniel	Risk Manager	5,769	150,000	15,000
White, Lisa	VP of Marketing	4,615	120,000	12,000
Grau, Charles	Director of IT	3,269	85,000	8,500
Levy, Bryan	Network Administrator	1,635	42,500	4,250
Libert, Anthony	Sr. Network Administrator	2,769	72,000	7,200
Maggio, Michael	Technical Support	1,346	35,000	3,500
Pettus, Angela R.	Director of Human Resources	2,485	64,600	6,460
Tandy, Christy	Human Resources Coordinator	1,962	51,000	5,100
Cook, Kristine	Associate General Counsel	3,846	100,000	10,000
Fisher, Jann	General Counsel	4,808	125,000	12,500
Adams, Kevin	Corporate Controller	4,231	110,000	11,000
Alvarez, Claudia	Payroll Admin	1,308	34,000	3,400
Blanco, Josefa E.	Staff Accountant	2,080	54,080	5,408
Campos, Monica	Accounts Payable Supervisor	1,346	35,000	3,500
Carducci, Deborah	Controller	1,878	48,815	4,882



Conway, Melody	Accounts Payable Mgr	1,885	49,000	4,900
Dreckett, Joan	Accounts Payable Supervisor	1,500	39,000	3,900
Grant, Marva	Payroll Admin	1,308	34,000	3,400
Harris, Julieth	Sr. Financial Analyst	2,308	60,000	6,000
Magliarisi, Diana	Accounts Payable Mgr	1,600	41,600	4,160
Minor, James	Payroll Manager	2,038	53,000	5,300
Mozian, Gerard	CFO	7,692	200,000	20,000
Schiller, Timothy	Staff Accountant	1,615	42,000	4,200
Seaverns, Bill	Director of Internal Reporting	2,654	69,000	6,900
Spitzer, Jeffrey	Director of Financial Services	3,846	100,000	10,000
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