



DIVIDEND NOTICE

NOTICE IS HEREBY GIVEN that a dividend of ten cents (\$0.10) per common share has been declared by the Board of Directors for the quarter ended December 31, 2008 to shareholders of record December 31, 2008 and payable January 15, 2009.

BY ORDER OF THE BOARD

John D. Amodeo
Vice President and Chief Financial Officer

December 1, 2008