

FINANCE COMMITTEE CHARTER

The Finance Committee (the “Committee”) shall be comprised of at least three Directors, all of whom qualify as “independent” under the standards adopted by the New York Stock Exchange and the Board of Directors (the “Board”). The Committee members shall be appointed by the Board upon the recommendation of the Governance Committee or a majority of the independent members of the Board. Committee members may be removed by the Board at any time upon the recommendation of the Governance Committee or a majority of the independent members of the Board.

The Committee shall have the following responsibilities:

1. Periodically review the financial condition of the Company, including its total financial resources, strengths and capabilities, and recommend financial policies to the Board;
2. Analyze Company policy with respect to its debt-equity relationship and make recommendations to the Board with respect thereto;
3. Review the Company’s dividend policy and make recommendations to the Board with respect thereto;
4. Review the Company’s cash flow, including its total capital expenditure program, working capital changes and other current and anticipated financial requirements;
5. Review proposals for share issuances and repurchases and make recommendations to the Board with respect thereto;
6. Review proposals for long- and short-term debt financing and interest rate management, and make recommendations to the Board with respect thereto;
7. Review the Company’s insurance programs;
8. Review the performance of the Pension Investment Committee, the Pension Administration Committee and any other fiduciaries that the Board may appoint with respect to the Company’s pension and other retirement income plans (including employee share purchase or similar plans);
9. Annually review the key assumptions used to calculate annual pension expense, including the assumed long-term return on pension plan assets and the discount rate used to determine the present value of pension plan liabilities;
10. Periodically report to the Board concerning the Committee’s actions, conclusions and recommendations;
11. Review and approve the Company’s decision, if any, to enter into swaps including security-based swaps, from time to time in reliance on the “end-user” exception from mandatory clearing and exchange trading requirements. Said review and approval



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may occur annually on a general basis and does not need to occur on a swap-by-swap basis.

12. Assure that performance evaluations of the Committee are conducted annually;
13. Review and reassess the adequacy of this charter at least annually and recommend any proposed changes to the Board for approval.

The Committee shall have the authority to retain and terminate consultants and other advisors to advise the Committee in the performance of its responsibilities. The Committee shall exercise sole authority to approve the fees and other retention terms for such consultants and other advisors, who will report directly to the Committee.